

65th ANNUAL REPORT

United States Civil Service Commission

FISCAL YEAR ENDED JUNE 30

1948

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1918

LETTER OF TRANSMITTAL

WASHINGTON, D. C., *November 15, 1948.*

THE PRESIDENT OF THE UNITED STATES.

SIR: We have the honor to submit the following report for the fiscal year ended June 30, 1948, with recommendations of changes to improve the Federal executive civil service.

Respectfully submitted.

HARRY B. MITCHELL,
FRANCES PERKINS,
JAMES M. MITCHELL,
Commissioners.

LETTER OF TRANSMITTAL

Washington, D. C., March 1, 1904

My Dear Sir:

I have the honor to acknowledge the receipt of the letter of the 28th inst. in relation to the proposed extension of the term of the Federal Reserve Bank of New York.

Very respectfully,

James M. McLaughlin

Secretary

(Enclosure)

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Introduction and Recommendations

THE MERIT SYSTEM: 1883-1948

On March 9, 1948, the United States Civil Service Commission completed its sixty-fifth year of service.

Through the merit system, established by the Civil Service Act of 1883, the Federal Government has developed a working force of loyal, efficient employees who are operating large and often complex enterprises for the Government.

The Federal career service includes brilliant scientists and distinguished, capable workers in virtually every occupation known to modern society. These workers were attracted to the Federal service by the merit system. Their opportunities for advancement depend on ability and performance.

Position-classification, involving detailed job analysis and evaluation, was introduced into the Federal service in 1923. This incorporated the principle of remuneration based on the job only. The Federal pay plan is now seriously distorted on account of wartime dislocation, and is in need of adjustment. The classification of positions according to duties and responsibilities provides, however, a sound, systematic basis for salary determination.

Through an efficiency-rating system, meritorious service is recognized and inefficiency brought to light.

Regular procedures have been established in every agency to hear and settle employee grievances, and certain rights of appeal to the Commission have been established.

Veterans have special privileges in appealing adverse administrative actions to the Commission.

Veterans are given preference in employment to compensate them for loss of opportunities for appointment and advancement due to their period of military service.

Federal employees are not permitted to strike, but their right to union membership is protected.

Complete loyalty to the Government of the United States is required of Federal employees. During the year, a system of loyalty investigations was begun. Those whose loyalty is questioned are accorded administrative hearings.

The retirement system established in 1920 has recently been liberalized and simplified.

BASIC OBJECTIVES

The Commission's basic objectives are derived from the laws and Executive orders which we are called upon to enforce. Our basic objectives, in these present years of full employment when the Government is competing with private activities for high-type and capable people, are—

(1) To continue the study, development, and use of the most advanced scientific methods of examining applicants and of securing qualified workers for Federal employment.

(2) To recruit into the Federal career service well-qualified, educated men and women for professional, scientific and administrative positions, and, at the same time, to give opportunity to enter the higher posts in the service to those who have achieved comparable ability through self-education and experience.

(3) To propose legislation to provide a salary scale which will offer financial rewards to Federal employees commensurate with their duties and responsibilities and which are fair when compared with the salaries received in non-governmental employment.

(4) To assist the agencies in developing the capacities of their present employees, and of new appointees, through in-service training and broad programs of promotion and transfer.

(5) To develop opportunities for promotion which will attract and hold persons of superior ability.

(6) To continue and to improve special services to veterans and to physically impaired people so that they will be able to obtain suitable Government work, and to adjust working conditions so that they can be suitably employed.

(7) By persistent educational and disciplinary action, to inculcate on Government employees sincere and irrevocable loyalty based on understanding of the United States of America and of the meaning of these words in the oath of office: “* * * that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same * * *.”

RECOMMENDATIONS

The Civil Service Act directs the Commission to present in its annual reports "any suggestions it may approve for the more effectual accomplishment of the purposes of this act." The Commission is therefore recommending several measures to improve the civil service in keeping with the broad objectives set forth in the preceding paragraphs.

Recommendations to Agencies

We recommend to the agencies—

(1) A more conscientious use of the probationary appointment so that employees who do not show sufficient promise in their first year of service will be separated.

(2) The further development of practical, well-planned in-service development and training programs which include on-the-job experience, job rotation and planned career development designed to take advantage of employees' full capacities and improve their performance for the Government service.

(3) Periodical measurement of current performance of employees and appropriate administrative action.

(4) The encouragement of programs of education which offer opportunities for self-development.

(5) The development of promotion policies which will enable employees to advance as their study, effort, and performance warrant.

Recommendations for Legislation

Our recommendations with respect to needed legislation are as follows:

(1) We recommend (a) revision and simplification of the position-classification system, (b) revision of the pay scale, and (c) authorization for the agencies to allocate positions according to standard class specifications published by the Commission, subject to the Commission's post-audit.

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(2) Position-classification and compensation practices of the agencies with respect to laborer positions and positions in the crafts and trades—"wage board" or "ungraded" positions which are not subject to the Classification Act of 1923, as amended—should be coordinated. There is a serious lack of consistency among the agencies in fixing titles and rates of pay for these positions.

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(3) The Hatch Act should be amended to give the Commission discretion in determining the penalty to be imposed in instances of

violation of the Act by Federal employees. In justice to Federal employees, if the Congress cannot find it possible to amend the law as suggested, we recommend that it be amended so far as Federal employees are concerned so that the Civil Service Commission may have the power it had regarding political activity by such employees before the Hatch Act was enacted.

If a State employee subject to the provisions of the Hatch Act is found to have violated that Act, the Commission can decide whether or not the violation is of such a nature as to justify removal.

When a Federal employee is found by the Commission to have violated the Hatch Act, the Commission is required by law to direct his removal. This means that minor and trivial offenses must be treated in identically the same manner as major offenses, and is the basis for the Commission's recommendation above.



(4) Federal employees charged with violations of the Hatch Act prohibiting political activity on their part should be accorded the same procedural safeguards as are now accorded State employees charged with violations of the Hatch Act whenever the question of removal is at issue.

As the Commission has pointed out previously in its annual reports, State employees who are employed in activities financed in whole or in part from Federal funds when charged with the violation of the prohibition against political activity are provided with certain procedural safeguards. These safeguards include (a) the granting to the Civil Service Commission of the power of subpoena and (b) a formal hearing.

In dealing with charges against Federal employees for violation of prohibitions against political activity, the Commission has no power of subpoena and is, therefore, not in a position to provide such employees with the same type of hearing as is provided in the case of State employees.

The Commission believes that whenever the question of removal is at issue, Federal employees should be given the same procedural safeguards as State employees.



(5) Federal agencies should be authorized to detail scientific, technical, and professional employees to recognized universities, laboratories, and industrial plants for advanced study, research, or first-hand experience with improved methods, technical developments, and discoveries directly related to the work of their agencies.



(6) Agencies should be authorized to grant a reasonable period of sabbatical leave every 10 years to scientific, professional, and administrative personnel, these periods to be spent *gaining experience of special benefit to the Government*, according to programs approved for each individual by the agency. This is in line with the recommendations of the President's Scientific Research Board.

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(7) Persons granted veteran preference should be required to obtain a passing grade before preference points are added to their ratings.

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(8) Ten-point preference granted to veterans on the basis of their disabilities should be granted only to those whose disabilities are compensable under laws administered by the Veterans' Administration.

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(9) The allowance for employees in travel status should be increased from \$6 to \$10 a day.

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(10) The requirement for Senate confirmation of postmasters in first-, second-, and third-class offices should be eliminated.

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(11) The laws relating to the receipt of compensation from dual employments under the United States should be simplified and consolidated.

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(12) Private employment agencies which seek to victimize applicants for Federal employment by charging them for alleged help in obtaining Federal jobs should be liable to punishment.

Every American citizen can receive full and equal consideration for Federal employment according to his qualifications. No assistance from private employment agencies is ever needed.

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(13) In the absence of qualified eligibles who have met the proof-of-residence requirement, the Commission, in certifying names of eligibles to fill positions in the apportioned departmental service, should be permitted to certify the names of qualified eligibles who have not proved residence.

Applicants for positions in the apportioned departmental service are required by law to submit proof of legal or voting residence for at least the year next preceding the submission of such proof.

At present, there frequently are numbers of eligibles, otherwise qualified for appointment, who cannot meet this requirement. As a result, the Commission frequently has to authorize temporary appointments instead of making certification to fill positions on a probational basis.

Among the eligibles who cannot prove residence are newly married women who, prior to marriage, lived in a State other than that in which their husbands live.

Furthermore, without changing their employment, many persons in the Washington, D. C., area move back and forth between Maryland, Virginia, and the District of Columbia. These moves, many of them due to the housing conditions, have made it impossible for large numbers of war-service incumbents and other local applicants to prove a year of residence in any one State.



In the end, no matter how intelligently and devotedly the personnel program of the executive branch of the Government is administered, the program can be successful only if sufficient funds are provided to carry it out aggressively and completely. The Federal Government has no greater resource than its career working force. Funds adequate to replenish it, manage it, and improve it should be provided.

II

Recently Enacted Legislation

Several important measures affecting the merit system were enacted into law in the Second Session of the Eightieth Congress.

COMPENSATION

Public Law 900 (approved June 3, 1948) increased the annual pay of postal employees by \$450 each and of employees in positions subject to the Classification Act by \$330. It raised the \$10,000 ceiling for Classification Act employees to \$10,330.

EMPLOYEE RIGHTS

Public Law 623 (approved June 10, 1948) amends the Lloyd-La-Follette Act of 1912. Prior to suspension or discharge for cause, employees must be presented with written charges and afforded reasonable time to reply with affidavits. Back pay is granted to employees who are restored to duty because their suspensions, discharges, or reductions in rank or compensation are found, upon appeal or other administrative action, to have been unwarranted. This legislation is similar to that which the Commission has urged in previous annual reports.

EMPLOYMENT OF THE PHYSICALLY HANDICAPPED

Public Law 617 (approved June 10, 1948) reaffirms the Commission's long-standing policy with respect to employment of persons with physical handicaps. No discrimination against the physically

handicapped in personnel actions is permitted in respect to any position the duties of which, in the Commission's opinion, can be efficiently performed by a person with a particular physical handicap.

SELECTIVE SERVICE

Public Law 759 (approved June 24, 1948), the new Selective Service Act, grants reemployment rights to Federal employees who are called to military service. The Commission is authorized to issue regulations and orders to insure that these reemployment rights are effective. Agencies must comply with the Commission's decisions on appeals by former employees who fail to secure full restoration rights upon their return from military service. Agencies must compensate employees for loss of wages or salary resulting from failure to comply with the Commission's regulations. The Commission has previously recommended that similar compensation be authorized by law for employees not properly restored under terms of the Selective Training and Service Act of 1940.

Public Law 491 (approved April 20, 1948) withholds salary payments from any person occupying a permanent position formerly held by an employee who left the Federal service to enter the armed forces and is not granted full restoration rights upon his return.

APPEALS

Public Law 741 (approved June 22, 1948) makes the Commission's recommendations on reduction-in-force appeals of veterans and non-veterans mandatory on the agencies. This is a companion to Public Law 325 (approved August 4, 1947), which requires the agencies to take such action as the Commission recommends on veterans' appeals from discharges, suspension for more than 30 days, furloughs without pay, reduction in rank or compensation, or debarment from future employment.

EXTENSION OF VETERAN PREFERENCE

Public Law 396 (approved January 19, 1948) and a later amendment extended 10-point preference to widowed, divorced, and separated mothers of ex-servicemen and ex-servicewomen who died in service or were totally and permanently disabled. This preference terminates upon their remarriage.

RETIREMENT

Public Law 426 (approved February 28, 1948) includes the following provisions:

1. *Abolition of the Tontine Provision.*—This was a unique provision of law, appearing only in the retirement laws administered by the Commission. It was originally adopted as a means of reducing the Government's cost. However, it proved unsatisfactory and to a great extent failed in its purpose. It caused much difficulty in the maintenance of accounts, and was an item of considerable administrative expense.

2. *Survivor Benefits.*—Authorization for the allowance of annuity benefits to the widows and dependent children of employees dying in service was incorporated into the law for the first time. Similar provision was made for widows and children of deceased annuitants in certain instances.

3. *Increased Annuities to Persons Already Retired.*—Owing to the fact that the purchasing power of the dollar has sharply decreased, provision was made for increasing the annuity of each person already retired. If the retired employee wished to do so, however, he or she could waive the increase and name his or her spouse to receive, upon the retired employee's death, an annuity equal to one-half of the annuity the retired employee received under the old rate.

4. *Simplification of Formula for Computing Annuities.*—The several formulas for computing annuities were complicated and not generally understood. The adoption of a single simplified formula will aid in the administration of the retirement system and make the retirement provisions more intelligible to the average employee.

Public Law 225 (approved July 24, 1947) and Public Law 849 (approved June 30, 1948) abolished the retirement systems covering employees of the Panama Railroad outside the Isthmus and employees of the Office of the Comptroller of the Currency, and brought these employees within the scope of the Civil Service Retirement Act.

Public Law 879 (approved July 2, 1948) authorized earlier retirement for certain law-enforcement officers. Employees primarily engaged in the investigation, apprehension or detention of persons suspected or convicted of offenses against Federal criminal laws may now retire at age 50 after completing at least 20 years of such service.

III

Federal Employees Loyalty Program

Substantial progress was made during the fiscal year 1948 in carrying out the provisions of Executive Order 9835 of March 21, 1947, which provides for an employees loyalty program in the executive branch of the Federal Government.

Public Law 299, Eightieth Congress, which was approved July 31, 1947, authorized an appropriation of \$11,000,000 for carrying out the loyalty program—\$7,500,000 for the Federal Bureau of Investigation and \$3,500,000 for the Commission. Following the appropriation of these funds, the Commission launched activities to give effect to provisions of the Executive order. Preliminary planning of these activities began immediately after issuance of the order.

The purpose of the program is to afford maximum protection to the United States against the infiltration of disloyal persons into the ranks of employees of the executive branch of the Government, and to afford loyal employees equal protection from unfounded accusations of disloyalty.

The Federal Bureau of Investigation, the Civil Service Commission, and the employing agencies have specified responsibilities that each must fulfill to achieve the objectives of the program.

INVESTIGATIVE ACTIVITIES OF THE COMMISSION

Incumbent Employees

The "incumbent" phase of the loyalty program related to persons who had entered on duty in the executive branch prior to October 1, 1947.

In accordance with instructions issued by the Commission, the agencies, by September 30, 1948, had submitted identifying data on approximately 99 percent of all incumbent employees.

These data were checked through the files of the Federal Bureau of Investigation.

The Commission received the results of the checks which were clear and transmitted them to the agencies in which the employees were working.

If the checks developed a question of loyalty, the Federal Bureau of Investigation conducted a full field investigation and sent its completed report to the Commission. The Commission then transmitted the report to the agency in which the employee was serving, for adjudication by that agency. Through September 18, 1948, reports were so transmitted by the Commission in 3,702 cases.

As of September 30, 1948, employing agencies had yet to submit forms for the remaining 1 percent of incumbent employees. This percentage consists of (1) persons who were on furlough through reduction in force, military service, or for other reason, and had not returned to duty and (2) persons whose forms containing identifying data were obtained and submitted to the Federal Bureau of Investigation, found unacceptable by that Bureau, and returned to the employing agency (through the Commission) for correction; corrected forms had not yet been resubmitted.

New Appointees

Persons who entered on duty in the executive branch on or after October 1, 1947, are considered to be "new appointees" under the loyalty program.

The Commission issued instructions to agencies on this phase of the program also.

When a new appointee enters on duty, the employing agency submits identifying forms, as well as the application from which the appointment was made, to the appropriate regional office of the Commission. Checks of the files of the Federal Bureau of Investigation, military and naval intelligence files, and files of the House Committee on Un-American Activities, as well as the Commission's investigative files, are then scheduled through the Commission's central office. The regional office sends confidential inquiries to the appointee's former employers, schools and colleges he attended, local law-enforcement agencies at places of his residence and employment, and the references named in his application.

As in the case of an incumbent employee, the Federal Bureau of Investigation conducts a full field investigation when it develops a question of loyalty regarding a new appointee through a check of its

files. If the Commission develops a question of loyalty from any other source, it immediately refers its investigative file to the Federal Bureau of Investigation for a full field investigation.

In the case of appointments to positions in the competitive service, the Commission conducts personal investigation if necessary to resolve any questions of suitability which may be developed through the record checks or confidential inquiries.

The Commission's investigative staff completes its action on new appointees in one of three general ways, depending on information developed:

(1) If no derogatory information is developed as a result of the record checks and inquiries, the employing agency is notified, regardless of whether the appointee is in a position in the competitive service or in an "excepted" position.

(2) If full field investigations are conducted by the Federal Bureau of Investigation, copies of the reports are forwarded for adjudication by (a) the regional loyalty board of the Commission in the case of appointees in the competitive service or (b) the employing agency in the case of appointees in excepted positions.

(3) If a question of suitability, as distinguished from loyalty, is involved, the Commission (a) adjudicates cases of appointees in the competitive service and notifies the employing agency of the decision or (b) reports serious questions of suitability to the employing agency for administrative action in the case of appointees in excepted positions.

From the beginning of the "appointee" phase of the loyalty program on October 1, 1947, through September 18, 1948, the Commission received from the agencies 437,117 cases of new appointees for record checks and inquiries. As of September 18, 1948, the Commission had processed 164,737 of these cases; this figure includes 1,943 cases in which personal investigation was made by the Commission to resolve questions of suitability. Processing was discontinued in 24,378 cases because of the appointees' resignation or separation from the service. As of September 18, 1948, the Commission had on hand 248,002 record-check-and-inquiry cases which were in various stages of completion.

Master Index File

One of the provisions of Executive Order 9835 relates to the requirement that the Commission establish and maintain a master index file of investigations of personnel in the executive branch.

Under instructions issued by the Commission to carry out this requirement, the agencies furnished the Commission numerous records of investigations conducted by them. These are combined with the Commission's index of all investigations it has conducted.

It is estimated that more than 1,360,000 records were in the master index file as of September 30, 1948.

The principal purpose of the master index file is to prevent duplication of personnel investigations by the agencies. This is accomplished by the Commission's making available, to an agency initiating a personnel investigation, information concerning any previous investigation in the case, as reflected in the master index file.

FUNCTIONS OF THE LOYALTY REVIEW BOARD

The Loyalty Review Board was established by the Commission in November 1947 in accordance with the provisions of Executive Order 9835. The Board is a reviewing and coordinating body. Its functions are—

(1) To review cases involving loyalty, to act on appeals, and to make advisory recommendations on such cases to the agencies.

(2) To make rules and regulations, not inconsistent with the provisions of Executive Order 9835, deemed necessary to implement statutes and Executive orders relating to loyalty.

(3) To advise all agencies on all problems relating to employee loyalty.

(4) To disseminate information pertinent to the loyalty program.

(5) To coordinate the loyalty policies and procedures of the agencies and of the regional loyalty boards of the Commission.

(6) To make reports and to submit recommendations on the program to the Civil Service Commission.

23-Member Board Assisted by Full-Time Staff

The Loyalty Review Board has 23 members, who serve on a part-time basis. Seth W. Richardson is the chairman; Wilbur LaRoe, Jr., first vice chairman; and Aaron J. Brumbaugh, second vice chairman.

The Board is assisted by a full-time staff, which performs the following functions: examining, regulatory and advisory, inspection, and internal administration.

The full board has held a number of meetings to formulate general policies; to adopt regulations for the operations of the Board, directives to the agencies, and directives to the regional loyalty boards; and to act on other matters essential to the effective operation of the loyalty program. The Board or its chairman has met with the chairmen of agency and regional loyalty boards on special problems confronting such boards. Conferences have been held with the Attorney General, the Director of the Federal Bureau of Investigation, and others to coordinate the program as a whole.

In the consideration of individual cases and of agency regulations, the Board has acted through three-member panels.

Loyalty Adjudication Procedures

In order to provide for action on all loyalty cases arising in the executive branch of the Government, the Loyalty Review Board has developed a comprehensive basic pattern of organization and procedure. This has been set forth in its regulations and directives.

These instructions control the adjudication of loyalty cases of all civilian officers and employees of agencies in the executive branch, and of all applicants for such positions, with one major exception. That exception covers persons summarily removed by agencies having statutory authority to make such removals. This authority has been granted, for example, to the Departments of the Army, the Navy and the Air Force, the State Department, the Central Intelligence Agency, and the Atomic Energy Commission. Some of those agencies, however, draw a distinction between removal as "security risks" under their special authority, and loyalty cases, processing the latter under the provisions of Executive Order 9835.

Protection of Rights of Employees and Applicants

The Executive order and instructions issued by the Loyalty Review Board establish certain basic requirements designed to protect the Government and to safeguard the rights of employees and applicants.

Every individual investigated under the loyalty program by the Federal Bureau of Investigation is assured fair and impartial consideration of his case.

An employee, or an applicant for a position excepted from the competitive service, has the right to receive and answer specific charges, to have a hearing before an agency board, to present witnesses, and to be furnished with a copy of the transcript. In the event of an adverse decision, he may appeal to the head of the agency or to an official or an appellate board designated by the head. If the unfavorable finding is affirmed, he has the further right of appeal to the Loyalty Review Board. In each instance he has the right to be accompanied by counsel or other representative of his own choosing, and to be heard.

The finding of the Loyalty Review Board is mandatory upon the agency in cases of veterans entitled to the benefits of section 14 of the Veterans' Preference Act of 1944. Agency heads are expected to accept such findings in all other cases.

An applicant for a position in the competitive service, or a new appointee (i. e., a person appointed to the competitive service on or after October 1, 1947) has the same right to charges, representation,

and hearing before a regional loyalty board of the Commission as is granted persons appearing before agency boards. Appeal lies direct to the Loyalty Review Board, whose decisions as to new appointees are mandatory upon the employing agency.

Protection of the Government

Safeguards have also been set up to provide maximum protection to the interests of the Government. For example, confidential sources of information and the identity of confidential witnesses must under no circumstances be revealed. If information contained in a report from the Federal Bureau of Investigation indicates the possibility that the continued employment of the individual would constitute a threat to national security, the agency upon receipt of the report may reassign or suspend him immediately, while his case is being processed.

Veterans' Rights of Appeal Maintained

The basic regulations and directives of the Loyalty Review Board take into account the requirement of section 14 of the Veterans' Preference Act of 1944 relating to veterans' appeals. Thus there is assured to the veteran in a loyalty case all the rights of appeal accorded him under that Act. In addition, there is insured uniformity of treatment in loyalty cases to all employees and applicants, veteran and nonveteran.

STANDARD FOR DETERMINING LOYALTY

The standard by which it is determined whether an applicant shall be refused employment or an officer or employee shall be removed on grounds relating to loyalty is that, on all the evidence, reasonable grounds exist for belief that the person involved is disloyal to the Government of the United States.

Various activities and associations, as indicated in the Executive order, may be considered in reaching a determination. In that connection, the President of the United States, in a statement to the press on November 14, 1947, said: "Membership in an organization is simply one piece of evidence which may or may not be helpful in arriving at a conclusion as to the action which is to be taken in a particular case." However, dismissal from or refusal of employment is mandatory if the individual is found to be a member of an organization that the Attorney General has declared proscribed by section 9-A of the Hatch Act.

To assist the loyalty boards, the Department of Justice transmits to the Loyalty Review Board the names of organizations listed by

the Attorney General pursuant to Part III, Section 3, of Executive Order 9835. Lists of organizations so designated were distributed by the Board on December 4, 1947 and on May 28, 1948; on September 21, 1948, the Board distributed a consolidated list showing the Attorney General's classification of the organizations according to the categories in Part III, Section 3, of the Executive order. In June 1948 the Attorney General named two organizations—i. e., the Communist Party and the German-American Bund—as coming within the scope of the Hatch Act.

THE LOYALTY PROGRAM IN THE AGENCIES

Federal agencies are responsible for the adjudication of loyalty cases of (1) incumbent employees (persons appointed to the competitive service prior to October 1, 1947), (2) persons appointed at any time to positions excepted from the competitive service, and (3) applicants for excepted positions.

In consultation with the Loyalty Review Board, the agencies have devoted considerable attention to the development of suitable administrative arrangements for the processing of cases, within the framework of the Executive order and the directives issued by the Loyalty Review Board.

Characteristics of Agency Procedures

To assure real, rather than apparent, uniformity in the application of the Review Board's directives, it has been necessary to take into account characteristic differences in agencies. Among these are size, concentration or dispersion of subordinate offices and customary procedures.

All of the departments and most of the larger agencies, as well as some smaller ones, have submitted detailed procedures which, with some modification, have been approved by the Loyalty Review Board. The remaining agencies have found they could adopt and operate under the directives of the Board with little or no amplification.

Every department and agency has provided for a loyalty board of at least three members. These boards consist of officers or employees of the agency who are designated by the agency head. Most agencies have a single loyalty board of three or more members, but some of the larger agencies, such as the Navy Department and the Veterans' Administration, have numerous field boards. In many agencies the head of the agency personally hears appeals. In some of the largest, however, he has designated another official or an appeals board to assist him.

Number of Cases Received, Closed, and on Hand

As of September 18, 1948, a total of 3,702 full field investigations by the Federal Bureau of Investigation had been forwarded to agency loyalty boards. In addition, there were 604 cases on which investigation had been discontinued by the Federal Bureau of Investigation because the employees were no longer in the service, because investigation failed to substantiate an allegation, or for other reasons.

The agency boards by September 30 had closed 1,122 cases with favorable decisions, had closed 191 by reason of the employee's resignation or separation prior to a determination by the agency loyalty board, and had reached unfavorable decisions in 69 instances. The heads of agencies had acted on 21 of 36 appeals, reversing the lower board in 6 and concurring in the board's unfavorable decision in 15. In the remaining 15 cases, the agency head's decision was still pending.

The agency boards had some 1,898 cases in process of adjudication on September 30. Over half of these cases had been received within the preceding two months, and the rest prior thereto. The cases in process included 342 cases in which interrogatories or charges had been issued, and 57 in which hearings had been held.

REGIONAL LOYALTY BOARDS

The Civil Service Commission has provided for 14 regional loyalty boards—one at the headquarters of each of its regional offices—to act on the cases of persons appointed to positions in the competitive service on or after October 1, 1947, and the cases of applicants for positions in that service.

The regional loyalty boards range in size from five to fifteen or more part-time members, depending upon the regional work-load. The members of these boards were selected by the Civil Service Commission on a basis similar to that followed in appointments to the Loyalty Review Board.

The regional boards were established in June 1948 or thereafter as developments warranted. The first conference of regional loyalty board members was held in Washington, D. C., in July, and a second in August in St. Louis, Mo. Prior to formal organization of such boards, the staffs of examiners were selected to assist the boards and to prepare for the launching of the work of the boards. Training classes for all the regional staffs were held for a 2-week period beginning April 12, 1948, in Washington, D. C.; Chicago, Ill.; San Francisco, Calif.; and Dallas, Tex. On-the-job training has since been furnished to a number of regional boards by the Loyalty Review Board.

As of September 18, 1948, a total of 681 full field investigations by the Federal Bureau of Investigation had been forwarded to the Commission's regional loyalty boards. In addition, 351 cases were forwarded in which investigation had been discontinued by the Federal Bureau of Investigation owing to the appointees' having left the service or for other reasons. These were forwarded so that the regional boards could take protective action to insure future investigation if the individuals should again seek Federal employment.

The regional boards had completed action on 301 cases by September 30, 1948, making 159 determinations of eligibility and 17 of ineligibility. They had closed 125 cases without determination because the individuals had left the service or had withdrawn their applications.

APPEALS AND POST AUDITS

Since an appeal to the Loyalty Review Board is the last resort of an appellant, and is not entertained by the Board until the individual has exhausted his administrative remedies in the agency or before the regional board, the work load on appeals has developed slowly. As of September 30, 1948, the Board had received 24 appeals.

In addition, the Board had reviewed 304 cases of separations from the Federal service prior to completion of adjudication of loyalty questions in such cases by the various agencies. These cases were reviewed by the Board to ascertain whether protective measures should be taken to assure completion of investigation or answering of charges before the individual will be permitted to reenter the service.

Through its inspection program, the Board post-audits eligible decisions of agencies and of regional loyalty boards to assure uniformity of procedure and action, protection of the Government, and fair treatment of the individual. By September 30, 1948, a total of 1,107 decisions by agencies and by regional boards had been post-audited. The Loyalty Review Board concurred in the decisions in 945 cases, dissented in nine, and had 153 in process of further consideration. In the cases remanded to the agencies for reconsideration, the Review Board found the principal defect was procedural, in that the agency board had failed to use interrogatories or letters of charges in certain instances.

CONCLUDING REMARKS

Substantial progress has been made on the Federal employees loyalty program during the period covered by this report.

The loyalty forms for nearly all employees have been routed through the Investigations Division of the Commission and processed by the

Federal Bureau of Investigation, and work is proceeding on the processing of forms on new appointees.¹

The machinery for the adjudication of loyalty cases has been set up in all agencies and is in satisfactory operation, with a few possible exceptions.

The work of the 14 regional loyalty boards of the Commission is not so far along as the incumbent employee program. Relatively few completed investigations of applicants and new appointees reached the regional boards until the summer of 1948. By the end of September, however, action had been taken on a considerable number of these cases.

Since the Loyalty Review Board is the highest appellate and reviewing body, and all appellants must first exhaust their administrative remedies in proceedings before the lower boards, only a relatively small number of appeals cases had reached the Board by September 30, 1948. The peak load at this level is expected in the fiscal year 1949.

¹ On December 9, 1948, the Department of Justice announced that less than 1 percent of the forms received by the Federal Bureau of Investigation under the Federal employees loyalty program remained to be processed and that there were only 18,509 incumbent and appointee forms on hand to be handled.

IV

Recruiting, Examining, and Placement

RECONVERSION PROGRAM

In its recruiting, examining, and placement activities, the Commission has continued to concentrate on a program of reconversion of the competitive system to a peacetime basis—a program which began in the fiscal year 1946 immediately following the cessation of hostilities.

The major feature of this program is a process of conversion (of war-service and temporary-indefinite appointments to probational appointments) and displacement whereby the number of employees without competitive status who are occupying positions in the competitive service is gradually reduced.

The process is kept in motion by the announcement of examinations and the establishment of registers of eligibles. As registers are established, placements are made from them which may be divided into three groups:

- (1) Those made for the purpose of filling vacancies.
- (2) Those made in the process of converting war-service and temporary-indefinite appointments to probational appointments; these "conversions" take place when employees with war-service or temporary-indefinite appointments qualify in an appropriate examination and are reached on the register.
- (3) Those resulting from the displacement, by new appointees, of war-service and temporary-indefinite employees who either (a) did not compete in an examination appropriate for their positions or (b) did compete in such an examination but failed to attain ratings sufficiently high to qualify them for retention in their positions.

Result: Increase in Proportion of Status Employees

As a result of the program, more than 70 percent of the Federal employees in the continental United States who are serving in competitive positions (subject to the competitive requirements of the Civil Service Act) are now working under probational or permanent appointments. (See table 7 in the appendix.)

Of the total of 1,714,487 employees in competitive positions on June 30, 1948, 1,218,920 employees had permanent or probational appointments, 385,308 had war-service or temporary-indefinite appointments, and 110,259 had temporary appointments limited to 1 year or less. Employees in excepted positions totaled 145,320.

Between June 30, 1947, and June 30, 1948, the total number of Federal employees in the continental United States with permanent or probational appointments (both in competitive and in excepted positions) increased from 1,037,353 to 1,294,075—an increase of 256,722.

During the fiscal year 1948, a total of 85,649 new probational appointments were made, and 185,555 war-service and temporary-indefinite appointments were converted to probational or permanent.

The total number of employees with war-service or temporary-indefinite appointments (both in competitive and in excepted positions) decreased by 262,010, or almost 40 percent, between June 30, 1947, and June 30, 1948—from a total of 667,611 to 405,601. The number of employees appointed for periods of 1 year or less increased slightly during this period. Such employees totaled 141,805 in June 1947, as compared with 157,611 in June 1948, or about 8 percent of total employment.

During the period from June 1947 to June 1948, while the number of persons serving under permanent or probational appointments was increasing and the number of persons serving under war-service or temporary-indefinite appointments was decreasing, the total number of paid civilian employees increased by 10,026.

Total of 34,956 Examinations Announced

During the year, the Commission announced examinations for 34,956 registers. The central office announced examinations for 4,793 registers (this includes 169 examinations announced by committees of expert examiners), and 5,436 registers were established (this includes 136 registers established by committees). In the field, the Commission's regional offices and the boards of examiners under their jurisdiction announced examinations for 30,163 registers, and 27,061 registers were established.

The following table shows examination and placement activities of the Commission, by central and field offices, for the fiscal years 1947 and 1948:

| Activity | Total | Central office | | | Field offices | | |
|--|-----------|----------------|----------------|--------------------------------|---------------|------------------|---------------------|
| | | Total | Central office | Committees of expert examiners | Total | Regional offices | Boards of examiners |
| FISCAL YEAR 1947 | | | | | | | |
| Examinations announced..... | 26,798 | 3,547 | 3,324 | 223 | 23,251 | 7,498 | 15,753 |
| Applications received..... | 2,064,317 | 388,758 | 357,776 | 30,982 | 1,675,559 | 1,046,437 | 629,122 |
| Applications rated..... | 1,388,345 | 121,245 | 106,756 | 14,489 | 1,267,100 | 814,873 | 452,227 |
| Claiming veteran preference..... | 721,092 | 44,208 | 35,625 | 8,583 | 676,884 | 396,051 | 280,833 |
| Other..... | 667,253 | 77,037 | 71,131 | 5,906 | 590,216 | 418,822 | 171,394 |
| Registers established..... | 15,882 | 2,061 | 2,034 | 27 | 13,821 | 5,096 | 8,725 |
| Placements made ¹ | 329,002 | 28,669 | 27,763 | 906 | 300,333 | 196,233 | 104,100 |
| FISCAL YEAR 1948 | | | | | | | |
| Examinations announced..... | 34,956 | 4,793 | 4,624 | 169 | 30,163 | 8,475 | 21,688 |
| Applications received..... | 1,693,375 | 294,868 | 272,682 | 22,186 | 1,398,507 | 654,955 | 743,552 |
| Applications rated..... | 1,434,033 | 223,561 | 192,527 | 31,034 | 1,210,472 | 539,045 | 671,427 |
| Claiming veteran preference..... | 782,262 | 110,910 | 94,310 | 16,600 | 671,352 | 268,737 | 402,615 |
| Other..... | 651,771 | 112,651 | 98,217 | 14,434 | 539,120 | 270,308 | 268,812 |
| Registers established..... | 32,497 | 5,436 | 5,300 | 136 | 27,061 | 8,346 | 18,715 |
| Placements made ¹ | 514,808 | 48,397 | 46,036 | 2,361 | 466,411 | 251,537 | 214,874 |
| Placements made Aug. 24, 1947-June 30, 1948 ¹ | 423,550 | 41,612 | 39,537 | 2,075 | 381,938 | 208,935 | 173,003 |
| Claiming veteran preference..... | 251,896 | 14,403 | 13,023 | 1,380 | 237,493 | 131,478 | 106,015 |
| Other..... | 171,654 | 27,209 | 26,514 | 695 | 144,445 | 77,457 | 66,988 |

¹ Placements represent all personnel actions which required prior evaluation by the Commission of the qualifications of individuals. These actions include temporary and probational appointments from registers, reinstatements, reassignments, inter-agency and intra-agency transfers, promotions, demotions, etc. Distribution by veteran preference not available before Aug. 24, 1947.

Examinations in the fiscal year 1948 covered a wide range of positions, including clerk, typist, and stenographer positions; guard and custodial positions; positions in the skilled trades and in mechanical occupations; postmaster and rural carrier positions; and a variety of administrative, professional, and scientific positions.

In some categories, the examinations resulted in a sufficient number of eligibles, with the result that nonstatus employees have been displaced and the authority to make temporary appointments in these categories has been withdrawn from the agencies.

In other categories, the supply of eligibles has been insufficient. Examinations for stenographer positions, and for physicist, chemist, and engineer positions, are among those which have not produced a sufficient number of qualified eligibles. Recruiting efforts in the shortage categories have been intensified, and in some instances have been carried on by means of examinations which are announced without specifying a closing date for acceptance of applications.

PLACEMENT OF DISPLACED CAREER EMPLOYEES

Using procedures adopted in the fiscal year 1947, the Commission has continued to give high priority to a program for placement of career employees separated in reductions in force.

An occupational survey was made which showed, as of July 31, 1947, by agency and grade, all positions occupied by war-service and temporary employees. With the results of this survey as a basis, the Commission assigned to agencies quotas of displaced career employees to be placed in vacant positions or in positions occupied by nonstatus employees. If the designated number of career employees were not placed, the Commission required the separation of a proportionate number of war-service and temporary employees.

Since April 1947, more than 11,000 displaced status employees have been satisfactorily placed in other Government positions through operation of this program by the Commission's central office, by its regional offices, and by boards of examiners under the jurisdiction of the regional offices. The program has resulted in separation from the service of many hundreds of war-service and temporary employees holding positions for which qualified status employees were available.

TEST DEVELOPMENT

New written tests have been developed and modifications of existing tests made to meet current needs. Various agencies, largely through their committees of expert examiners and boards of examiners, have cooperated actively both in the construction and review of tests and in their validation through try-out.

The Advantages of Aptitude Tests

Continued use has been made of aptitude tests for lower-level positions to measure the extent to which competitors possess the basic abilities needed for job success. Such tests have the advantage that, in different combinations and with different standards, the same basic tests can be used for a variety of positions. Judicious use of aptitude tests obviates the necessity for constructing a special examination for each of a large number of entrance positions and thus operates to conserve funds available for the examining program.

The Commission, however, has also used a number of specially developed subject-matter tests for relatively high-salaried positions. In all cases, these tests have been developed in cooperation with the agencies concerned. For example, subject-matter written tests were included in examinations for architectural, mortgage-credit exami-

ning, and appraisal positions, for the position of safety inspector, and for internal-revenue agents. Tests of general ability have also been used for some high-level positions, such as contact representative and contact officer.

Validation Studies Made for a Variety of Jobs

Validation studies of tests have been made for a variety of positions in the past year. The objective is to develop tests that will select competitors similar in abilities to persons who are most successful in job performance and reject competitors with a pattern of abilities like that of persons who are less successful on the job.

The President's Scientific Research Board, in a report entitled "Administration for Research," published in October 1947, recommended that the Commission and Federal agencies investigate the possibility of improving the methods used for the selection of natural scientists. This study has begun.

Both industry and Government have long recognized the important role of the supervisor in efficient management. The Commission has under way an intensive study for improving methods of selecting supervisors. Tests developed as a result of a study made in 1946 are now in use. These are primarily promotion tests, and are used in testing for shop supervisor and similar positions in the field establishments of the Department of the Navy. They can also be used in some open competitive examinations.

PLACEMENT OF THE PHYSICALLY IMPAIRED

The Commission has vigorously continued the program which it initiated in 1942 for the placement in the Federal service of persons with physical impairments.

An increasing proportion of veterans were among the physically impaired persons placed during the past year. Of the 6,027 persons with physical impairments who were placed in Federal positions, 4,261 were veterans.

Since the beginning of the program, 94,562 physically impaired persons have been placed in Government positions; 31,420 of these were veterans with material permanent disabilities.

The term "physical impairment," as used in connection with this placement program, means a condition in which the disability is permanent, static in nature, and constitutes a serious placement problem.

Physical-ability statements placed in examination announcements have been so devised as to allow a maximum amount of elasticity in the appointment of individuals with bodily impairments or deficien-

cies which do not interfere with satisfactory performance in the positions which they seek. All objections and appeals resulting from adverse actions of appointing officers based on physical condition are carefully scrutinized. This constitutes a considerable element in the Commission's medical activities. Whenever necessary, thorough and complete examination of veteran applicants is secured by outstanding specialists in private practice or by Government medical facilities fully equipped and staffed to render complete and unbiased reports.

COLLEGE-FEDERAL SERVICE COUNCILS

Following the lead of the Thirteenth Region, with headquarters in Denver, a number of the Commission's regional offices have organized joint college-Federal service councils in their regions, thus establishing a closer working relationship between colleges and universities on the one hand and Federal agencies on the other.

Most of these councils were organized during the last few months of the fiscal year 1947 and did not begin to function actively until the fiscal year 1948.

Eleven of the 14 regional offices of the Commission have established such councils in some form.

The method of operation is left to the discretion of the regional director and the members of the council. Most of the groups, however, are working through committees which are making thorough studies of such matters as in-service training, intern programs, development of better recruiting techniques, improvement in the processing and timing of examinations, publication of information regarding personnel needs of the Government so far as college-trained persons are concerned, and college courses having the most interest for students contemplating a career in the Federal service.

ADVISORY COMMITTEES

The Commission has continued to receive in the past year excellent advice and assistance from its advisory committees.

The Committee on Administrative Personnel and the Advisory Committee on Personnel in the Social Sciences continue to bring together persons of outstanding ability to discuss issues pertaining to the conversion of the Federal personnel program to a peacetime basis.

The Advisory Committee on Scientific Personnel completed a report entitled "The Scientist as a Government Employee," which was referred to in the Commission's last annual report. In its report the committee recognized that some Federal scientific agencies have be-

come restless under the limitations of the civil-service system. The committee stated, "But breaking away from the Commission will not, in itself, improve matters, * * *. This would open the way to introduction of many types of undesirable developments. * * * The merit system operation under the central Civil Service Commission should be strengthened, not weakened."

The committee recommended, among other things, (1) that the use of local boards of examiners in filling scientific and professional positions should be continued and encouraged, (2) that professional examinations above the P-1 level be announced on an open-continuous basis to permit able candidates to file at any time, (3) that the classification of professional positions should reflect the scientific competence as well as the administrative responsibility of the incumbent, and (4) that each Federal agency adopt clear-cut policies in support of their scientific programs.

The Commission is in accord with the majority of the recommendations of this advisory committee and is endeavoring to carry out aggressively as many of the recommendations as possible.

V

Position Classification

The allocation of positions under the provisions of the Classification Act of 1923, as amended, remains very active. Contributing to this activity is a revival of defense measures and the economic cooperation program.

The pre-audit classification work load in the departmental service was somewhat less in 1948 than in 1947—i. e., 30,915 as compared with 40,843. However, it was greater than the estimated work load of 27,241 cases.

ALLOCATION STANDARDS

Allocation standards issued by the Commission are currently published under authority of Executive Order 9512 of January 16, 1945.

Twenty-seven hundred and thirty-eight class standards were published under this authority in the fiscal year 1948, making a total of 5,058 class standards published in the last five fiscal years. The production goal for the last fiscal year was 3,000 classes. The Commission achieved 91.26 percent of its fiscal-year goal, which represented an outstanding achievement, especially in view of the fact that we are now developing standards for the most difficult professional, scientific, and other subject-matter fields. These 5,058 class standards cover approximately 75 percent of all positions, field and departmental, subject to the pay scales of the Classification Act of 1923, as amended.

The standards issued by the Commission are developed on a nationwide sampling of position information to insure their Government-wide applicability. In developing standards, the Commission seeks the active working cooperation of the operating, administrative, and technical officials and employees in the agencies and informal and formal committees of professional and scientific groups.

In addition to the central-office staff, the classification divisions of the 14 regional offices have devoted practically full time to the development of allocation standards during this fiscal year, and will continue to do so throughout the fiscal year 1949.

POST-AUDIT PROGRAM

During the fiscal year, the post-audit program, which was initiated in April 1947, operated on a somewhat smaller scale than was originally planned. This was due primarily to appeals from veterans under section 14 of the Veterans' Preference Act of 1944. These appeals were given priority over post-audit work. During the year ending June 30, 1948, post-audits covering 26,522 field-service positions were completed and reports were submitted to the appropriate agencies. This represented approximately 84 percent of the 31,470 positions for which audits were originally planned.

Erroneous Allocations Corrected

In covering 26,522 positions, a sample of 4,886 positions were desk-audited. It was determined that 2,097 of the positions audited were not allocated in accordance with standards issued by the Commission. Of this number, 1,525 were allocated one or more grades too high and 572 one or more grades too low.

By the end of the fiscal year, compliance reports covering 1,153 erroneously allocated positions had been received in the central office of the Commission. Corrective action in these cases was taken as follows:

| | |
|---|-----|
| Positions changed to a lower grade..... | 508 |
| Positions changed to a higher grade..... | 158 |
| Duties and responsibilities changed and on reconsideration recommendation for change in grade withdrawn..... | 289 |
| Positions abolished..... | 146 |
| Commission's recommendations changed on reconsideration..... | 13 |
| Action deferred on account of pending reorganization, reduction in force or other major change..... | 25 |
| Reallocations upward not made because of section 400 of the Second De- ficiency Appropriation Act of 1947..... | 14 |

While there is a potential net saving of money as a result of the post-audit program, there are other more immediate and equally worthwhile results.

Organization and Management Affected

Field officials of the various agencies are becoming aware of the value of good position classification to personnel management and gen-

eral management. The post-audit program is causing agencies to review their field classification programs and to apply standards published by the Commission. This results in more accurate appraisal of the value of positions, which in turn promotes employee morale and contributes to sound organization and management.

In a few instances, as a result of a post-audit, agency officials have discovered that field offices were not operating in accordance with established procedures. This has resulted in reorganizations with more logical and efficient distribution of functions.

In a little more than a year of limited operation, the post-audit program has demonstrated its usefulness in contributing to the maintenance of a uniform position-classification structure throughout the field service.

RECOMMENDATIONS

- (1) The Commission should continue to maintain its present policy of reviewing the classification programs of field offices and to apply the standards published by the Commission.
- (2) The Commission should continue to maintain its present policy of reviewing the classification programs of field offices and to apply the standards published by the Commission.
- (3) The Commission should continue to maintain its present policy of reviewing the classification programs of field offices and to apply the standards published by the Commission.
- (4) The Commission should continue to maintain its present policy of reviewing the classification programs of field offices and to apply the standards published by the Commission.
- (5) The Commission should continue to maintain its present policy of reviewing the classification programs of field offices and to apply the standards published by the Commission.
- (6) The Commission should continue to maintain its present policy of reviewing the classification programs of field offices and to apply the standards published by the Commission.
- (7) The Commission should continue to maintain its present policy of reviewing the classification programs of field offices and to apply the standards published by the Commission.
- (8) The Commission should continue to maintain its present policy of reviewing the classification programs of field offices and to apply the standards published by the Commission.

VI

Appointment of Hearing Examiners

REGULATIONS ADOPTED

Section 11 of the Administrative Procedure Act, which provides for the appointment of hearing examiners under the Civil Service Act, became effective June 11, 1947.

At that time the Commission was considering the adoption of regulations that would cover the appointment, compensation, and removal of hearing examiners. So many different views were expressed with respect to the proposed regulations that the Commission decided to hold a public hearing at which interested persons could present their views to the Commission before a final decision was made.

This hearing was held on July 9, 1947, with the three Commissioners present. Twenty-five persons appeared and eleven others submitted their views in writing. Among the speakers at the hearing were several attorneys and representatives of various Federal agencies and of the American Bar Association.

The regulations which the Commission approved after considering the proposals made at the public hearing became part 34 of the Commission's regulations, and are entitled "Appointment, Compensation, and Removal of Hearing Examiners"; they were published in the Federal Register on September 23, 1947.

These regulations differ in some respects from the general regulations governing appointments to positions in the competitive service:

(1) Agencies must have the prior approval of the Commission before making any appointment whatsoever to a hearing-examiner position.

(2) No probationary period is to be required.

(3) Agencies are not to rate the efficiency of hearing examiners.

(4) Hearing examiners receive within-grade salary advances without the necessity of having a "good" or better efficiency rating and a certificate from the head of their agency that they have served satisfactorily.

(5) Agencies may remove hearing examiners for cause only after the Commission has found that good cause exists for removal upon the basis of a record made at a hearing.

These special provisions were included in the regulations in order to carry out provisions of the law and to protect the independence of action of hearing examiners.

With respect to the appointment of persons who were serving in positions that became hearing-examiner positions on June 11, 1947, the Commission's regulations provide that those incumbents who have a competitive status and who were appointed conditionally on June 11, 1947, may receive absolute appointments if the Commission finds them to be qualified and competent to perform the duties of hearing examiner.

The regulations also provide that a person who is not a hearing examiner, even though he is in the Government service, and has a competitive status, must be so well qualified that his name would be among the top three on the open competitive register before he can receive an appointment as a hearing examiner. Provision is also made for competitive promotions, reassignments, and transfers within the ranks of hearing examiners. These provisions have been made in an attempt to avoid any criticism that may be made that hearing examiners are "hand picked" by the agency and may be biased in favor of the agency.

The regulations were amended on February 11, 1948, to prohibit the detail of employees who were not hearing examiners to hearing-examiner positions and to require the prior approval of the Commission for the detail of a hearing examiner to another hearing-examiner position.

On June 30, 1948, the regulations were further amended to provide that an incumbent of a hearing-examiner position who is serving under a conditional appointment and is found by the Commission to be unqualified for the position might be appointed by the agency to a hearing-examiner position of a lower grade if he were found by the Commission to be qualified for such lower grade.

BOARD OF EXAMINERS APPOINTED

Under the Administrative Procedure Act, the qualifications of all persons serving in hearing-examiner positions must be reexamined. Hearing examiners who do not have a competitive civil-service status

must compete with non-Federal applicants in a competitive examination for the position of hearing examiner. Such an examination was announced by the Commission on October 21, 1947, and is still open.

In December 1947, the Commission appointed a board of examiners to pass upon the qualifications of hearing examiners who have competitive civil-service status. This board is composed of the following members:

Douglas L. Edmonds, Associate Justice, Supreme Court of California.

Joseph W. Henderson, practicing attorney, Philadelphia, Pa.

Laurance M. Hyde, Judge, Supreme Court of Missouri.

Wilson M. Matthews, examiner, U. S. Civil Service Commission, Washington, D. C.

Carl McFarland, practicing attorney, Washington, D. C.; designated by the Commission as chairman of the hearing-examiner board.

Willis Smith, practicing attorney, Raleigh, N. C.

This board's initial responsibility is that of determining which of the incumbent hearing examiners with competitive status are qualified to retain their positions. The first meeting of the board was held February 9, 1948, and numerous meetings have been held since that date.

The board recommended, and the Commission approved, that open competitive standards be used in reexamining hearing examiners who have competitive status. A qualifications investigation has been or will be made of each status incumbent. The board is conducting oral examinations as the investigations are completed. Some 140 oral examinations have been completed.

In April 1948, the Commission gave the board the additional responsibility of handling the open competitive examination for the position of hearing examiner which was announced in October 1947. In this connection, the Commission in June 1948 appointed the following persons as associate members of the board:

Herbert Ewing, Jr., practicing attorney, Nashville, Tenn.

Chester E. Lane, former counsel for the Securities and Exchange Commission, New York, N. Y.

Clarence A. Miller, practicing attorney, Washington, D. C.

Morris Mitchell, practicing attorney, Minneapolis, Minn.

Charles B. Stephens, Executive Secretary to the Illinois Bar.

Robert G. Storney, Dean, Southern Methodist University; President, Texas Bar Association.

Glen R. Winters, Secretary-Treasurer, American Judicature Society.

In addition, John V. Spalding, Associate Justice, Supreme Judicial Court, Boston, Mass., and Carl V. Weygandt, Chief Justice, Ohio Supreme Court, are assisting the Commission on an informal basis without compensation or designation of office or place.

The board will obtain information for use in establishing qualifications of the applicants for hearing-examiner positions.

COURT DECISION MAY AFFECT PROGRAM

During the year there was a court decision which may have an important effect on the Commission's operations under section 11 of the Administrative Procedure Act. On May 5, 1948, Justice Goldsborough, of the District Court of the United States for the District of Columbia, ruled in the case of *Eisler et al. v. Clark* that the Administrative Procedure Act was applicable to proceedings of the Immigration and Naturalization Service looking toward the deportation of aliens. The court issued an injunction staying deportation of the plaintiffs. The basis of the court's decision was that the Administrative Procedure Act applied to the immigration statutes and until there had been appointed qualified examiners provided for by section 11 of the Administrative Procedure Act, the Government was estopped from determining the deportability of the aliens who were plaintiffs in the case. The Immigration and Naturalization Service has estimated that 84 examiners would be required.

This case has been appealed to a higher court. Following the court's decision, bills were introduced in the Senate and House of Representatives to exempt the Immigration and Naturalization Service from the purview of the sections of the Administrative Procedure Act other than section 3. The Committees on the Judiciary of both Houses of Congress reported on the bills but no action was taken by either House during the last session.

VII

Adjudication of Appeals

Substantial increases in the volume of appeals received by the Commission occurred during the fiscal year 1948.

Increases occurred in the following classes of appeals: (1) Appeals from reduction-in-force actions; (2) appeals from examination ratings on experience; (3) retirement appeals (relating to disapproval of claims for retirement on annuity); and (4) veterans' appeals under section 14 of the Veterans' Preference Act of 1944 (relating to separations and to reduction in rank or compensation).

In addition to appeals of these types, the Central Board of Appeals and Review received 937 miscellaneous appeals involving residence, status, and other matters.

The increase in appeals of all types handled by the Central Board of Appeals and Review during this fiscal year, as compared with the last, was 87 percent.

REDUCTION-IN-FORCE APPEALS

In the central office, 1,185 appeals from reduction in force were on hand at the beginning of the fiscal year and 1,214 were received during the year. The Commission disposed of 2,327, leaving a work load of 72 unadjudicated appeals on hand June 30, 1948. Although no major reduction in total Federal personnel is anticipated during the fiscal year 1949, experience shows that numerous readjustments in progress in different agencies will require reductions in force, and appeals from employees affected will continue to be in substantial volume.

Reductions in force created a problem for the Commission's regional offices in the form of appeals from agency action in separating career employees. These appeals during the past fiscal year to all regional offices totalled 2,966. As a result of these appeals, approximately 500 career employees were restored to their positions after separation because of reduction in force.

APPEALS FROM EXPERIENCE RATINGS

The Central Board of Appeals and Review received 796 appeals involving the evaluation of experience in examinations. This does not represent the total number of appeals of this type since the Board does not entertain such appeals until they have been first considered by the central-office division or the regional office which made the original rating from which the appeal was taken. If the office of origin cannot settle the appeal to the satisfaction of the appellant, he may appeal further to the Central Board of Appeals and Review.

RETIREMENT APPEALS

With respect to retirement, 265 appeals were received; the greatest number in any previous fiscal year was 162. With relatively few exceptions, these appeals were from actions taken by the Retirement Division on applications for retirement because of disability for useful and efficient service.

SECTION 14 OF VETERANS' PREFERENCE ACT

There was a substantial increase in the number of original appeals under section 14 of the Veterans' Preference Act of 1944, as amended, which were processed by the Commission's Chief Law Officer and by the Commission's regional directors.

Decisions by these Commission officials may be further appealed to the Commission by the person against whom the decision is adverse. A total of 499 such appeals were received in the Central Board of Appeals and Review during the fiscal year. The greatest number heretofore received by the Board in any fiscal year was 246.

The following table shows the original appeals under section 14 processed in the Commission's central office and in the regional offices for the fiscal years 1945, 1946, 1947, and 1948:

| Appeals received and nature of action | 1945 | 1946 | 1947 | 1948 | Total |
|---|------|-------|-------|-------|-------|
| Total appeals received..... | 282 | 1,165 | 2,046 | 2,527 | 6,020 |
| Findings rendered..... | 218 | 939 | 1,754 | 2,040 | 4,951 |
| Cases not within purview of Veterans' Preference Act..... | 35 | 207 | 612 | 849 | 1,703 |
| Agency action sustained..... | 101 | 347 | 607 | 861 | 1,916 |
| Agency action reversed..... | 82 | 385 | 535 | 330 | 1,332 |
| Withdrawn by appellant..... | 64 | 226 | 292 | 328 | 910 |
| Being processed..... | | | | 159 | 159 |

The work load of the Central Board of Appeals and Review for the same periods was as follows:

| Appeals received and findings rendered | 1945 | 1946 | 1947 | 1948 | Total |
|--|------|------|------|------|-------|
| Appeals received..... | 14 | 207 | 246 | 499 | 966 |
| Findings rendered..... | 13 | 123 | 296 | 435 | 867 |
| Remainder..... | | | | 99 | 99 |

EFFICIENCY-RATING APPEALS

There has been some decrease in efficiency-rating appeals. At the beginning of the fiscal year, 832 appeals were on hand, and 1,416 were received during the year. Boards of review operating with 10 Civil Service Commission employees as chairmen closed out 1,800 cases, including 1,118 decisions and 682 cases completed without decisions. This left a work load of 448 cases on hand in the boards of review on June 30, 1948.

Funds were appropriated by the Eightieth Congress to initiate a program of boards of review in the field to hear and decide efficiency-rating appeals locally. Eventually all employees who receive efficiency ratings (other than those in the Tennessee Valley Authority and in the field service of the Post Office Department) will be able to appeal ratings to such boards. This will enable the Commission to discharge its responsibility under Public Law 581, Seventy-ninth Congress, approved July 31, 1946.

VIII

Other Developments of the Year

CHANGE IN COMMISSION MEMBERS

Arthur S. Flemming, who had been a member of the Commission since July 9, 1939, resigned from this position as of August 30, 1948, to accept the presidency of Ohio Wesleyan University, from which he was graduated in 1927. He was succeeded by James M. Mitchell, of Chicago, Ill., who took the oath of office October 18, 1948.

Throughout World War II, and the defense period which preceded the war, Mr. Flemming was in charge of the Commission's recruiting and placement program. New procedures which were put into operation and carried out under his direction enabled the Commission to speed up the performance of its task of recruiting unprecedentedly large numbers of workers, testing their qualifications, and getting them on the job in the defense and war agencies of the Government. With aggressive leadership and remarkable energy, qualities for which he is well known throughout the Federal service, he handled this phase of the Government's wartime personnel problem in a manner which earned for him the respect of Federal officials and the personal praise of the President of the United States.

During the war, Mr. Flemming also served as a member of the War Manpower Commission, as a member of the Navy Manpower Survey Board (and received the Navy's Distinguished Civilian Service Award therefor), and as a member of the Advisory Council of the Reemployment and Retraining Administration.

After the war, Mr. Flemming made outstanding contributions to the solution of the problem of reconversion of the civil-service system to a peacetime basis.

He is a member of the Commission on Organization of the Executive Branch of the Government.

At the time of Commissioner James M. Mitchell's appointment, he was Executive Director of the Civil Service Assembly of the United

States and Canada, an organization devoted to the betterment of public personnel administration.

From 1926 to 1934, he served in the Library of Congress. Later, he served in the Farm Credit Administration, in Washington, D. C., as a position classifier, and in that agency's Omaha office as the Personnel Officer. Between 1936 and 1939, he was a personnel consultant for Public Administration Service (a consulting firm serving all levels of government), and was manager of the Michigan Municipal Personnel Service. He became Assistant Director of the Civil Service Assembly in 1939; his title was changed to Executive Director in 1940. He served as a commander in the U. S. Coast Guard during World War II.

INVESTIGATIVE ACTIVITIES

In addition to investigations carried out under the Federal employees loyalty program,¹ the Commission conducts a number of other types of investigations.

Administration of the Merit System

Among these are investigations required in the course of the Commission's administration of various laws affecting personnel practices, and of the Civil Service Rules and Regulations. Examples of these investigations are those required to establish facts in connection with (1) appeals from veterans under the Veterans' Preference Act of 1944, (2) complaints of discrimination for racial, religious, or political reasons, (3) alleged improper reductions in force, and (4) alleged fraud or collusion in examinations.

Qualifications of Applicants

Recognizing that a personal investigation to determine the quality and extent of experience and training is the only practical means of adequately examining qualifications of applicants for high-level executive and administrative positions, the Commission for several years has been conducting such investigations. These investigations are made prior to appointment as an integral part of the examining process.

Such investigations are also required in connection with the filling of top professional, technical, and scientific positions.

Early in the fiscal year, the Commission was forced to curtail these investigations because of the necessity of devoting investigative resources to the loyalty program. Consequently, the number of these

¹ The Commission's investigative activities in connection with the Federal employees loyalty program are discussed on pp. 10 to 13.

investigations completed was only slightly more than half of the number completed in the previous fiscal year.

Committees of expert examiners in the departmental service and boards of examiners in the field service were encouraged to conduct qualifications investigations to the extent of their resources in connection with examinations they held for high-grade positions.

The need for conducting this type of investigation has been continuously reflected in the Commission's operations. Therefore, at the end of the fiscal year, the Commission was engaged in surveying its resources to determine to what extent it could increase the number to be made.

Postmaster Investigations

In addition to the qualifications investigations mentioned above, the Commission conducts personal investigations of applicants for first-class postmaster positions.

Until the middle of the fiscal year it also conducted personal investigations of applicants for second-class postmaster positions. At that time, the Commission was faced with a backlog of postmaster investigations, and the need to devote most of its investigative resources to the loyalty program. Therefore, as a temporary expedient, the Commission adopted the practice of conducting personal investigations of applicants for second-class postmaster positions only in cases involving a question of residence, suitability, or qualifications; other investigations of applicants for these positions are conducted by means of correspondence.

Personal investigations are also conducted of applicants for third- and fourth-class postmaster positions if they are necessary to resolve unfavorable matters or questions regarding suitability and qualifications.

Approximately 140 personal investigations were conducted of hearing examiners appointed under section 11 of the Administrative Procedure Act.

PROGRESS OF INSPECTION PROGRAM

The Inspection Division, created in October 1946, is carrying on a now well-established Commission operation. Although the inspection process represents a control approach in reviewing the extent to which agencies are meeting requirements under authorities delegated to them by the Civil Service Commission, the program has also been directed toward helping agencies meet the Commission's requirements and

offering suggestions as to improvement of general personnel-management practices.

During the year, 830 field establishments were inspected by regional-office inspection staffs. In addition, inspections were completed in 315 boards of United States civil-service examiners and 1,353 post-office boards. In Washington, 26 agencies, representing 65 offices, and 18 committees of expert examiners were inspected.

In general, inspections have revealed relatively few irregularities under delegations of authority from the Commission. The attitude of the agencies toward the inspection program has been one of appreciation for the assistance given them in improving operations.

Wide coverage has been achieved through the adoption of a sampling procedure for selecting the agencies and the personnel actions to be reviewed on each inspection. Under this plan, central-office programming of major inspections has been introduced to permit adequate review of over-all performance, under delegations of authority, by specific agencies or by subject-matter area. Able assistance in the development of this plan, which was originated in the Commission's central office, has been received from members of the staffs of the Bureau of the Budget and the Census Bureau.

With the exception of a limited number of very small offices, the Commission has inspected the personnel activities of all executive agencies (including departmental offices and representative field establishments). It is now possible to schedule annual inspections of departmental offices together with representative field establishments.

FEDERAL PERSONNEL COUNCIL

The Federal Personnel Council is an interdepartmental committee on Federal personnel matters composed of the directors of personnel of the departments and agencies and of representatives of the Civil Service Commission and the Bureau of the Budget. It is placed within the Civil Service Commission.

During the early part of the fiscal year, the Council concentrated attention on problems of converting the Federal service from a wartime to a peacetime basis.

Aided in Expediting Examining Program

The Council sought means to expedite the examining program of the Commission and the agencies. Through joint planning on the part of the agencies and the Commission, more specific data on the examining needs of the agencies were secured, and examining schedules were formulated in accordance with the priority needs of the agencies and the available resources of the Commission.

Where examinations were to be given for positions common to two or more Federal agencies, the Council assisted the Commission in determining qualifications requirements and the number of anticipated vacancies. Particular attention was given to the Junior Professional Assistant examination.

The Council worked out ways of securing personnel data requested of agencies by the Congress with the least expenditure of time and money, and with greater comparability across agency lines.

Definitions of Personnel Activities Developed

Because of the growing burden of keeping records, and of paper work in general, the Council made an analysis of personnel organization and staffing. It worked with the Bureau of the Budget in developing definitions of personnel activities as a basis for a study of staffing standards. It is now working out descriptions of factors which affect work load in relation to personnel costs.

The Council prepared a preliminary guide for better utilization of personnel resources in the fields of placement, training, and employee relations. The guide sets forth the view that the role of personnel management, through careful selection, placement, training, and motivation, is a real contribution to the greater productiveness of employees on the job. Because personal services account for a large part of the Federal budget, the Council emphasized the influence of the human element and the losses in production arising from neglecting it, and stressed the role of supervision.

WORK OF THE SERVICE RECORD DIVISION

Status Cases Requiring Prior Approval

The Commission's Service Record Division has the responsibility of acting on requests from agencies that employees be accorded a competitive status (1) under legislation, such as the Ramspeck Act, or (2) under various Executive orders permitting the acquisition of a competitive status, or (3) under certain Civil Service Rules and Regulations.

During the fiscal year, the Division acted on 11,640 such requests. Of the 11,640 cases in which status was requested, 7,932 were for employees of the Farmers Home Administration, whose positions were brought into the competitive service on May 14, 1947, under Public Law 731 of August 14, 1946.

In addition, the Division acted on 1,486 requests for prior approval of reinstatements and transfers.

Post-Audit of Reinstatements

The Commission has delegated authority to the agencies to reinstate persons in the Federal service without prior approval of the Commission, subject to post-audit. During the year, the Service Record Division post-audited 31,535 reinstatements, and disapproved 2,435 of them. A large number of the disapprovals were issued because the individuals did not have competitive status, or had not completed probation, or did not have time eligibility for reinstatement. Some improvement was noted during the year in the agency reports of reinstatements on which the post-audits were based.

Inquiries Regarding Status

The program for reconversion of the Federal civil-service system to a peacetime basis, involving the displacement of war-service and temporary employees by employees having a competitive status, results in the Division's receiving a large number of status inquiries from Members of Congress, agencies, and employees. A total of 99,297 such inquiries received reply during the fiscal year. They were divided as follows: Personal callers at the Division's information office, 8,549; letters, 21,125; telephone inquiries from agencies and individuals, 48,229; other informal inquiries, 21,394.

In addition, the Division processed 22,168 reduction-in-force inquiries from agencies. The agencies sought information relative to status, length of service, and veteran preference, for use in preparing retention registers.

Maintaining the Service Record File

This work included the preparation of 697,378 personnel folders for new Federal employees. It also included the following activities:

| Nature of activity | Number of items processed |
|---|---------------------------|
| Inspecting notifications of personnel action..... | 2,399,659 |
| Processing notifications of personnel action into the service record file..... | 2,020,914 |
| Auditing personnel actions for apportionment purposes, etc..... | 81,710 |
| Transcribing and processing Postal Service notifications and other items into the file..... | 105,495 |

EFFICIENCY RATINGS

Significant changes in the regulations governing efficiency ratings were made during the fiscal year.

Special ratings have been discontinued.

A plan of entrance ratings has been instituted in order to make certain that every employee will have an appropriate current official efficiency rating at any time that such a rating is required for official action.

The principle of warning employees whose performance is considered less than satisfactory has been incorporated into the system. This should assure each employee that he has an opportunity to demonstrate satisfactory performance before he is given a rating which would require penalty action.

Plans have been authorized for making ratings at various dates throughout the year instead of on a single arbitrary date. This is expected to level off seasonal work loads.

Appendix

EXECUTIVE ORDERS

Fiscal Year 1948

Restricting competition to veterans in examinations for the position of substitute railway postal clerk

No. 9889, August 28, 1947; 12 F. R. 5831

By virtue of the authority vested in me by the statutes, including section 2 of the Civil Service Act (22 Stat. 403), the Veterans' Preference Act of 1944, approved June 27, 1944 (58 Stat. 387), and section 1753 of the Revised Statutes of the United States (5 U. S. C. 631), it is hereby ordered as follows:

In civil-service examinations for the position of Substitute Railway Postal Clerk competition shall be restricted, until July 25, 1952, to persons entitled to preference under the said Veterans' Preference Act of 1944, as long as persons entitled to preference are available: *Provided, however*, that for purposes of classification application for examination may be accepted by the Civil Service Commission from any person who has been serving in such position continuously since the date of this order under an appointment not limited to one year or less, and the Commission is authorized to confer a competitive civil-service status or a probational status upon any such employee who qualifies in the examination for classification: *And provided further*, that in no event shall any person not entitled to preference under the Veterans' Preference Act of 1944 be granted a competitive civil-service status or a probational status under this order (1) unless he is recommended for this purpose by the Postmaster General and (2) until all preference eligibles who have the same or a higher rating in the examination have been appointed or have been given consideration in accordance with the Veterans' Preference Act of 1944.

Incumbents of positions to which this order is applicable who do not have a competitive status and who fail to qualify for a competitive civil-service status or a probational status under this order shall be replaced by selection from the competitive register in accordance with regulations prescribed by the Civil Service Commission.

Relating to acquisition of competitive status by, and reemployment of, certain persons appointed or assigned to the Foreign Service

No. 9932, February 27, 1948; 13 F. R. 1099

By virtue of the authority vested in me by the Civil Service Act of January 16, 1883 (22 Stat. 403), section 1753 of the Revised Statutes, the Foreign Service Act

of 1946 (60 Stat. 999), and as President of the United States, and in order to facilitate the interchange of personnel between the Foreign Service of the United States and other branches of the Government, it is hereby ordered as follows:

1. Any officer or employee of the Government assigned to the Foreign Service as a Foreign Service Reserve Officer in accordance with section 522 (2) of the Foreign Service Act of 1946 who was at the time of his assignment an officer or employee of the Government serving under a war service indefinite or temporary indefinite appointment and who is reached in regular order for probational appointment from a Civil Service register appropriate for filling the position in which he was serving at the time of assignment or who could, with the approval of the head of the agency in which he was serving, have been given a competitive status under Civil Service Rule III if he had remained in his former position, shall be considered as having a competitive status as of the date he is reached for probational appointment or classification.

2. Any officer or employee of the Government who is appointed, at the request of the head of the agency in which he was serving, as a Foreign Service Staff Officer or employee for a period limited in duration to four years or less shall be entitled to the same rights with regard to acquisition of a competitive status as is provided by section 1 of this order, and any such officer or employee who has, or acquires, a competitive status shall be entitled to the same rights with regard to reinstatement in such agency as a person who is assigned to the Foreign Service as a Foreign Service Reserve Officer is entitled to receive under the terms of section 528 of the Foreign Service Act of 1946.

3. Whenever an agency fills a position previously occupied by a Foreign Service Reserve Officer or a Foreign Service Staff Officer or employee entitled to reinstatement in such agency under the provisions of the Foreign Service Act of 1946 and this order, the appointment, promotion, transfer, or other personnel action shall be made on a temporary basis pending the return of the officer or employee in question.

4. The Department of State shall, at least two months prior to the completion of the service of a Foreign Service Reserve Officer, Staff Officer, or employee entitled to reinstatement under the provisions of the Foreign Service Act of 1946 or of this order, notify the officer or employee and the head of the agency in which the officer or employee was serving immediately prior to his assignment to the Foreign Service of the proposed termination of assignment in the Foreign Service, and such agency shall, prior to the termination of assignment in the Foreign Service, make arrangements for the return to duty of such officer or employee.

5. A person shall be deemed to have waived his rights to reinstatement under the terms of section 528 of the Foreign Service Act of 1946 and the terms of this order if he accepts at the termination of his period of service in the Foreign Service a position elsewhere than in the Government agency in which he has previously served or fails to avail himself of his right to reinstatement within thirty days after the end of his period of service in the Foreign Service.

6. The Civil Service Commission is authorized, after consultation with the Department of State, to prescribe such rules and regulations as may be necessary to carry out the provisions of this order: *Provided*, that any changes in such rules and regulations made subsequent to the appointment or assignment of personnel for duty with the Foreign Service shall not be effective as to such personnel without the prior concurrence of the Department of State.

7. This order shall become effective as of September 1, 1947.

**Further amending Executive Order No. 9154 of May 1, 1942,
authorizing certain exclusions from the operation of the Civil
Service Retirement Act of May 29, 1930, as amended**

No. 9945, April 9, 1945; 13 F. R. 1975

By virtue of and pursuant to the authority vested in me by section 3 (b) of the Civil Service Retirement Act of May 29, 1930, 46 Stat. 470, as amended, and in the interest of the internal management of the Government, section 1 of Executive Order No. 9154, of May 1, 1942, as amended by Executive Order No. 9824 of January 28, 1947, is hereby further amended by the addition thereto of a new paragraph (1) reading as follows:

(1) Employees serving under emergency-indefinite appointments not exceeding 5 years.

**Terminating reemployment rights of Federal civilian employees
who transferred to public or private agencies for national-defense
or war work**

No. 9952, April 22, 1948; 13 F. R. 2214

By virtue of the authority vested in me by the Civil Service Act (22 Stat. 403) and by section 1753 of the Revised Statutes of the United States, it is hereby ordered as follows:

1. All existing reemployment rights to positions in the Federal service acquired under authority of Executive Order No. 8973 of December 12, 1941, Executive Order No. 9067 of February 20, 1942, or Directive No. X as amended by Directive No. XVI of the War Manpower Commission (7 F. R. 7298, 11050), or under regulations of the Civil Service Commission issued pursuant thereto, shall expire at the end of the six months' period following the date of this order unless application for reemployment under such rights shall have been made before the end of such six months' period.

2. This order shall not affect reemployment rights heretofore or hereafter acquired under Executive Order No. 9711 of April 11, 1946, No. 9721 of May 10, 1946, No. 9862 of May 31, 1947, or No. 9932 of February 27, 1948.

3. The Civil Service Commission is authorized to prescribe such rules and regulations and to establish such procedures as may be necessary for the administration of this order.

**Directing the Civil Service Commission to make determinations
with respect to the reemployment rights of persons who left the
Federal service to serve in the armed forces or the merchant
marine**

No. 9961, May 19, 1948; 13 F. R. 2735

By virtue of the authority vested in me by section 1753 of the Revised Statutes of the United States and the Civil Service Act of January 16, 1883 (22 Stat. 403), and as President of the United States, it is ordered that the last sentence of section 01.2 (c) of Executive Order No. 9830 of February 24, 1947, entitled "Amending the Civil Service Rules and Providing for Federal Personnel Administration," be, and it is hereby, amended to read as follows:

"The Commission shall also determine the applicability, in general and in specific cases, of the reemployment provisions of (1) section 8 of the Selective

Training and Service Act of 1940 (54 Stat. 890) as amended (50 U. S. C. App. 308), to persons who left the Federal service to serve in the armed forces of the United States, and (2) section 2 of the act of June 23, 1943, 57 Stat. 162, as amended (50 U. S. C. App. 1472), to persons who left the Federal service to serve in the merchant marine; and the Commission may issue such regulations or instructions as it may deem necessary or appropriate for carrying out the said reemployment provisions."

Relating to payment of salaries and compensation of Federal employees outside the continental United States or in Alaska

No. 9962, May 24, 1948; 13 F. R. 2783

By virtue of the authority vested in me by section 207 of the Independent Offices Appropriation Act, 1949, approved April 20, 1948 (Public Law 491, 80th Congress), and as President of the United States, it is hereby ordered that, until such time as appropriate general regulations are prescribed with respect thereto, the payment of salaries and compensation of persons subject to the provisions of section 207 of the aforesaid act who are employed by the Federal Government outside the continental United States or in Alaska shall be made by the several executive departments, independent establishments, and corporations in accordance with the regulations and practices in effect in their respective organizations immediately prior to April 20, 1948: *Provided, however*, That in no case shall the rates of pay exceed by more than 25 per centum the rates of pay for the same or similar services of persons employed by the Government in the continental United States: *And provided further*, That no such salary or compensation shall exceed the maximum provided by the Classification Act of 1923, as amended.

This order shall be effective as of April 20, 1948, and shall be published in the Federal Register.

Amending Executive Order No. 9830 of February 24, 1947, amending the Civil Service Rules and providing for Federal personnel administration

No. 9973, June 28, 1948; 13 F. R. 3600

By virtue of the authority vested in me by section 1753 of the Revised Statutes (5 U. S. C. 631) and by the Civil Service Act of January 16, 1883 (22 Stat. 403), it is ordered, in the interest of the internal management of the Government, that subdivision (f) of section 6.1 of Executive Order No. 9830 of February 24, 1947, amending the Civil Service Rules and providing for Federal personnel administration, be, and it is hereby, amended to read as follows:

(f) Whenever any position in Schedule A or B (§ 6.4) or any position excepted from the competitive service by statute is occupied by a person having a competitive status, such person shall not be entitled to the protection against separation provided by this order and the Civil Service Rules and Regulations: *Provided*, That the Commission shall designate such positions in Schedules A and B as are not of a primarily confidential or policy-determining character, and whenever any position so designated is occupied by a person having a competitive status, however he may have been appointed to such position, he shall be separated therefrom only in accordance with the provisions of this order and the Civil Service Rules and Regulations.

Summary of other orders affecting civilian employees in the executive branch

| <i>Citation</i> | <i>Subject</i> |
|--|--|
| 9887, Aug. 22, 1947----- (12 F. R. 5723) | Designating public international organizations entitled to enjoy certain privileges, exemptions, and immunities. |
| 9888, Aug. 26, 1947----- (12 F. R. 5743) | Suspending certain statutory provisions relating to employment in the Canal Zone. |
| 9893, Sept. 30, 1947----- (12 F. R. 6346) | Authorizing the Civil Service Commission to confer a competitive status upon Mrs. Charlotte Gladden without compliance with the competitive provisions of the Civil Service Rules. |
| 9895, Sept. 30, 1947----- (12 F. R. 6493) | Exempting certain officers of the executive branch of the Government from compulsory retirement for age. |
| 9897, Oct. 10, 1947----- (12 F. R. 6705) | Amending regulations relating to commissioned officers and employees of the Public Health Service. |
| 9898, Oct. 14, 1947----- (12 F. R. 6781) | Suspending the 8-hour law as to laborers and mechanics employed by the Departments of the Army and the Air Force on certain public works. |
| 9907, Dec. 2, 1947----- (12 F. R. 8059) | Excusing Federal employees from duty one-half day on Dec. 24, 1947. |
| 9911, Dec. 19, 1947----- (12 F. R. 8719) | Designating the International Cotton Advisory Committee as a public international organization entitled to enjoy certain privileges, exemptions, and immunities. |
| 9912, Dec. 24, 1947----- (12 F. R. 8799) | Establishing the Interdepartmental Committee on Scientific Research and Development. |
| 9913, Dec. 26, 1947----- (12 F. R. 8799) | Terminating the Office of Scientific Research and Development and providing for the completion of its liquidation. |
| 9926, Jan. 17, 1948----- (13 F. R. 251) | Amending Executive Order No. 9898 of Oct. 14, 1947 (see reference above). |
| 9933, Feb. 27, 1948----- (13 F. R. 1101) | Amending Executive Order No. 9805 of Nov. 25, 1946, which prescribed regulations governing payment of travel and transportation expenses of civilian officers and employees of the United States when transferred from one official station to another for permanent duty. |
| 9941, Mar. 26, 1948----- (13 F. R. 1625) | Authorizing the Secretary of State to prescribe rules and regulations relating to the Foreign Service Retirement and Disability System. |
| 9945, Apr. 17, 1948----- (13 F. R. 2089) | Modifying Executive Order No. 9721 of May 10, 1946, providing for the transfer of personnel to certain public international organizations. |
| 9954, Apr. 26, 1948----- (13 F. R. 2283) | Exempting John Monroe Johnson from compulsory retirement for age. |
| 9956, May 6, 1948----- (13 F. R. 2471) | Exempting Harry B. Mitchell from compulsory retirement for age. |

| <i>Citation</i> | <i>Subject</i> |
|---|--|
| 9963, May 28, 1948----- (13 F. R. 2943) | Exempting Samuel B. Hill from compulsory retirement for age. |
| 9966, June 4, 1948----- (13 F. R. 3193) | Exempting Carroll Miller from compulsory retirement for age. |
| 9969, June 19, 1948----- (13 F. R. 3333; corrected, 13 F. R. 3449) | Suspending the 8-hour law as to work by the Alaska Railroad, Department of the Interior. |
| 9972, June 25, 1948----- (13 F. R. 3573) | Designating the International Joint Commission—United States and Canada as a public international organization entitled to enjoy certain privileges, exemptions, and immunities. |
| 9973A, June 30, 1948----- (13 F. R. 3759) | Exempting Frank H. Wang from compulsory retirement for age. |

APPOINTMENTS UNDER SECTION 3.2 OF CIVIL SERVICE RULE III

Section 3.2 of Civil Service Rule III reads, in part, as follows:

"Appointment without competitive examination in rare cases. (a) Subject to receipt of satisfactory evidence of the qualifications of the person to be appointed, the Commission may authorize an appointment in the competitive service without competitive examination whenever it finds:

"(1) That the duties or compensation of the position are such, or that qualified persons are so rare, that, in the interest of good civil service administration, the position cannot be filled through open competitive examination; or

"(2) That it is essential to the program in which he is engaged to retain in the service a person who was serving in a highly specialized scientific, professional, or administrative position during the war period and prior to March 7, 1946, the effective date of the Temporary Civil Service Regulations."

The following statements show, by agencies, the names of persons appointed, the positions to which they were appointed, bureau or other subdivision, salary paid, and basis of approval of each appointment made.

Treasury Department

George Arthur Gundersen, picture engraver, Bureau of Engraving and Printing, \$3.35 an hour. Approval of Mr. Gundersen's appointment was based on these facts: The Bureau's staff of picture engravers has been depleted to a serious extent; the Commission's experience in the past shows that it is extremely difficult to recruit, through open competitive examination, picture engravers who are qualified to perform the duties of the position to which the Bureau proposed to appoint Mr. Gundersen; the Bureau's efforts to replenish its force by training apprentices have been hampered by difficulty in getting trainees with the necessary talent, and the fact that even a talented apprentice must have many years of training before he is able to produce engravings of a quality acceptable to the Bureau; Mr. Gundersen had had 21 years of experience as a steel-plate engraver and, in the opinion of Bureau experts who examined specimens of his work, was exceptionally well qualified for the position he sought.

War Department and Department of the Army¹

Joseph Chase, international affairs consultant, United States Delegation, Military Staff Committee, United Nations, New York, N. Y., \$5,905.20 a year. In this position, which Mr. Chase had occupied under temporary appointment since April 1946, he performed duties which involved the examination of foreign military estimates, and of studies and reports on political, economic and military matters. He advised United States members of the Military Staff Committee as to the significance of these estimates, studies, and reports. The office of the United States Delegation stated that Mr. Chase is an authority on certain United Nations topics, and that his services are particularly valuable owing to the fact that he participated in the initial stages of the discussions of these topics.

Oscar P. Cleaver, engineer (electrical), Office of the Commanding General, The Engineer Center, Fort Belvoir, Va., \$8,179.50 a year. In this position, the duties of which he had performed since January 1946, first in a military and then in a civilian capacity, Mr. Cleaver served as chief of Technical Department II, Engineer Research and Development Laboratories, in charge of all projects in the laboratory pertaining to radiation, applied electronics, and electrical engineering; previously, he had been acting chief of the Department at various times. Prior to entering the Government service, he was in the employ of the Westinghouse Electric Company. The Department stated that extensive efforts had been made to find a replacement for Mr. Cleaver, in the event he should resign, but that these had been in vain.

Ray G. Daggs, Director of Research, Medical Department Field Research Laboratory, Fort Knox, Ky., \$10,000 a year. The duties of the position involve the complete direction of the plans of the laboratory research program. They include reviewing highly technical scientific literature, evaluating and editing technical reports on laboratory activities, reviewing and checking all laboratory reports before they are published, and attending scientific meetings. Mr. Daggs was exceptionally well qualified for the position because of his education and his long and successful experience in the field of physiology. He taught physiology in colleges for 11 years before entering the Army, where his duties were in the field of nutrition from 1941 to 1945. He had held the position to which his appointment was proposed since April 1946. It was believed that the number of persons qualified to hold this position was limited, and that, if an examination to fill it were held, Mr. Daggs would be among the three highest eligibles on the resulting register.

Thomas M. Duff, laundry specialist, Office of the Quartermaster General, \$7,102.20 a year. The duties of the position are, in part, to plan, organize, and direct the technical operations of the Quartermaster Corps laundries and cleaning plants in the United States and overseas, to design, develop, and procure machinery for fixed and mobile laundries, dry-cleaning plants, fumigation and bath companies and disinfestation plants, and to act for the Chief of Laundry Branch during the latter's absence. Mr. Duff possessed outstanding qualifications for the position. In addition to 10 years of experience in commercial and dry-cleaning work which made him thoroughly familiar with all items of

¹ Some of the appointments listed under this heading were approved by the Commission prior to the effective date of the National Security Act of 1947 (Public Law 253, 80th Cong., 1st sess.) and some were approved after that date. This act transferred the War Department to the newly created National Military Establishment and redesignated it the Department of the Army.

laundry and dry-cleaning machinery, equipment, and operations, he possessed seven years of experience, both as a commissioned officer and as a civilian, in laundry work in the Quartermaster Corps. He served in the position in question as a commissioned officer for more than two years, and had been serving in it as a civilian since January 1946.

Walter S. Foster, electrical engineer, Air Matériel Command, All-Weather Flying Division, Clinton County Army Air Field, Wilmington, Ohio, \$8,179.50 a year. The duties of the position are to exercise administrative and technical supervision over the engineering staff engaged in research, development, and testing work having to do with blind flying and automatic-control problems, and to coordinate, test, and develop equipment for automatic flight, including automatic power, take-off, landing, and navigation. Mr. Foster was well qualified for the position. He was an Army officer from 1942 to January 1947; during part of that time he held the position to which his appointment was proposed. He was instrumental in the development of "push-button" flight, and the first such flight was made under his supervision.

Dr. Donald E. Gregg, chief research physician, Medical Department Field Research Laboratory, Fort Knox, Ky., \$10,000 a year. The duties of the position include the direction and control of clinical and basic research by coordinating the work of the biochemistry, physiology and psychology sections, which involve planning the scope of the investigations and supervising their progress. Dr. Gregg was exceptionally well qualified for the position because of his educational and professional attainments, particularly his research experience in physiology since 1930. He taught physiology in various medical schools. He had held the position to which his appointment was proposed since May 1946.

John M. Hauser, general mechanical engineer (orthopedic), Army Medical Center, Washington, D. C., \$5,905.20 a year. Since 1918 Mr. Hauser has been engaged in study, research, teaching and practical application in the orthopedic field. He has been employed in the Department of the Army in orthopedic work since 1945, and has received successive promotions. In the position to which his appointment was proposed he assumed the duties of shop supervision of the Brace and Limb Shop and simultaneously carried on a research program in braces and prosthetic appliances. His research work has been recognized nationally and internationally, and his revolutionary designs in brace research led the Army and the Veterans' Administration to adopt his type of brace in all their hospitals. It was believed that his services are essential to the success of the Army Medical Center's program of orthopedic research.

Harry G. Jones, Jr., ordnance engineer, Ordnance Department, \$8,179.50 a year. As the incumbent in this highly specialized position, Mr. Jones was responsible for planning and directing that phase of the Ordnance Department's program which consisted of providing new and improved types of rockets, rocket launchers, and boosters for guided missiles. Mr. Jones entered military service in 1941. From December 1942 until his release from military service in May 1946, he served in several assignments relating to the design and development of rockets. From April 1945 to May 1946, he served as Chief of the Rocket and Launcher Section, Rocket Branch, with the rank of major; he then reverted to civilian status and continued to perform the same duties under temporary appointment as an ordnance engineer, P-7. The information and experience which he gained in his years of association with the development of rockets were believed essential to the continuing success of this phase of the Ordnance Department's program.

Herbert L. Karsch, ordnance engineer, Ordnance Department, White Sands Proving Ground, Las Cruces, N. Mex., \$8,179.50 a year. As Technical Director of the Technical Division, Mr. Karsch is required to plan, coordinate, and direct the firing programs for rockets and guided missiles and to serve as technical consultant on the various phases of work such as fueling, instrumentation, launching and control. He is highly qualified for the position, which he has held, first as an officer and then as a civilian, since 1945. His Army experience, which began in 1942, was in ordnance work, including bomb disposal, intelligence work on the German V-2 rocket and the V-1 buzz bomb, and field studies on enemy rockets and guided missiles.

Dr. Francis E. Randall, anthropologist (Chief, Anthropology Unit), Climatic Research Laboratory, Lawrence, Mass., \$7,102.20 a year. In this position, Dr. Randall is responsible for planning and directing highly specialized anthropological research and for applying the resulting data to the design of clothing and equipment for comfort, economy, and operating efficiency. He also directs ethnological studies of various racial groups, with the aim of providing a basis for selection of personnel for assignment to regions characterized by extremes of climate. Dr. Randall is exceptionally well qualified for the position. He taught physical anthropology at Western Reserve University, and for 4 years as an officer in the Army Air Force directed anthropological research. Persons qualified for this position are rare, and it was believed that very few eligibles would be obtained through open competitive examination for the position, and that, if such an examination were held, Dr. Randall would be among the three highest eligibles on the resulting register.

Dr. True W. Robinson, aviation physiologist, Aero Medical Laboratory, Wright Field, Dayton, Ohio, \$5,905.20 a year. In this position, Dr. Robinson served as Chief of the Metabolism and Nutrition Unit of the Physiology Branch, Aero Medical Laboratory, directing a broad program of scientific investigation, fundamental research and development in the field of metabolism and nutrition. He initiated the program as an officer in World War II. He had served in the position since January 1946, first as an officer and then as a civilian. Aviation physiology is a highly specialized field. The duties of Dr. Robinson's position, requiring the ability, imagination, and experience which are necessary to plan and supervise a wide field of research in physiology related to requirements of flying personnel, are such that it would be difficult to find another individual qualified to perform them.

Nelson Everett Sowers, mathematical data analyst, Army Ground Forces Board No. 4, Fort Bliss, Tex., \$5,905.20 a year. Mr. Sowers had been employed at Army Ground Forces Board No. 4 since December 1945. His duties included analysis of data for antiaircraft artillery and guided-missiles service tests, involving long-range planning for instrumentation, assessment of data, and actual computations; the design and modification of equipment involving automatic timing devices for a ballistic computer; and advising the President, Army Ground Forces Board No. 4, and the directors of the service test sections on testing techniques. The position was highly specialized to the extent that it was the only position of its kind in the only testing and research program of its kind in the War Department. Mr. Sowers had had about 20 years of progressively responsible and pertinent research experience, including about 2 years of highly specialized experience in this position.

Dr. Arthur Stull, technologist (laboratory consultant), Office of the Surgeon General, \$8,179.50 a year. Dr. Stull had occupied this position since June 1946. With the Chief of the Laboratories Branch, he made recommendations on organizing, staffing, equipping, and operating medical diagnostic, public-health and research laboratories throughout the Army in all types of installations. He made final professional decisions on the development and standardization of laboratory supplies and equipment, advised on medical laboratory training courses, and prepared Army regulations and technical and administrative directives for the operation of medical laboratory facilities throughout the Army. From 1929 to June 1946, he was research chemist and director of the laboratory in the Department of Allergy, Roosevelt Hospital, New York City. An open competitive examination for filling this position would have produced a very limited number of eligibles, and Dr. Stull in all probability would have been among the three best qualified.

Robert C. Walker, Deputy Director, Intelligence and Security Division, Sandia Base, Albuquerque, N. Mex., \$5,905.20 a year. Retention of the services of Mr. Walker, the principal civilian security officer at Sandia Base, was desired by the Department not only because of Mr. Walker's being exceptionally well qualified for the position, but also because his retention would assure continuity in carrying out security measures. The Director of the Division is an Army officer. Because, under regular procedure, changes are made from time to time in the assignment of Army personnel, principal responsibility for carrying out security operations on a continuing basis devolves upon the civilian deputy. Mr. Walker enlisted in the Army in June 1943; in November 1944 he became an intelligence officer with the Manhattan Engineer District, Los Alamos, N. Mex.; since August 1946, when he was honorably discharged from the Army, he has continued to perform security work, as a civilian, at Sandia Base.

John M. Wright, administrative officer, Office of the Chief of Engineers, \$9,376.50 a year. In this position, which he had held since March 1945, Mr. Wright was responsible for planning improvements in supply operations; for investigating and solving urgent supply problems; and for planning and organizing a program designed to insure preparedness for any future emergency so far as supply and procurement for the Corps of Engineers are concerned. Mr. Wright's experience as an officer of the Corps of Engineers for a 10½-year period which included World War I, and his subsequent experience, qualify him to an unusual degree for the duties of this position. Throughout 1919 he was in charge of Military Supply in the Office of the Chief of Engineers. Subsequent to 1919 he engaged in engineering and sales work for large business concerns, travelled extensively, and spent 8 years in residence in the Far East. In 1941 he was reemployed by the Corps of Engineers. The Office of the Chief of Engineers stated that loss of Mr. Wright's services would result in serious disruption to the work in which he was engaged.

Department of Justice

Samuel M. Auerbach, Chief, Seamen and Smuggling Investigations Section, Immigration and Naturalization Service, New York, N. Y., \$5,654.40 a year. The duties of the position are to be in charge of the investigation of immigration and naturalization frauds and of organized smuggling activities on the borders and at seaports. Mr. Auerbach had been an employee of the Immigration and Naturalization Service since 1934, and had been performing the duties of the position in question since 1942. He was exceptionally well qualified for the position. He

speaks 11 languages, and had been engaged in investigations involving foreign-language and immigrant groups since 1909. The Department stated that Mr. Auerbach does outstanding work, handling situations calling for the most acute discretion and ability to get facts and evidence unobtainable by the ordinary person. It was believed that few eligibles would be obtained through an open competitive examination for this position, and that, if such an examination were held, Mr. Auerbach would be among the three highest eligibles on the resulting register.

Department of the Navy

Clay Preston Butler, physicist, Naval Research Laboratory, Washington, D. C., \$5,152 a year. The duties of the position consist of acting as project leader in the Radiometry Section of the Optics Division, which requires the ability to design and assemble suitable radiometric and optic equipment for use in accumulation of fundamental data concerning the optics of the sea and sky and the ability to judge the physical significance of the results and to alter methods or experimental arrangements as needed to improve the value of the results. Mr. Butler had held positions of increasing responsibility in this line of work since 1929 in the Smithsonian Institution and at Harvard University. He had held the position in question since January 1946.

Lester Ferenci, industrial engineer (head of Industrial Department), U. S. Naval Ordnance Plant, Indianapolis, Ind., \$10,000 a year. In this position, which he had occupied since September 1945, Mr. Ferenci was in direct charge of production activities relating to the development of aviation fire-control equipment, electronic equipment, and guided-missiles components. He acted as consultant to the Engineering Department on production aspects of proposed and current projects. He was considered exceptionally well qualified for this position, not only because of the experience which he has gained in it, but also because of experience gained previously as a development engineer in the employ of the American Machine and Foundry Company, Brooklyn, N. Y., and as plant manager in the employ of the Lukas-Harold Corporation, Indianapolis, Ind. During World War II, the latter concern manufactured fire-control instruments similar to those now being manufactured and repaired at the naval ordnance plant. Mr. Ferenci has published articles on the design of tools, and has patented about 20 inventions.

Batist R. Hauelsen, ordnance engineer (head of Research Department), U. S. Naval Ordnance Plant, Indianapolis, Ind., \$10,000 a year. Mr. Hauelsen had been in this position since September 1945, performing duties in connection with the development of aviation fire-control equipment, electronic equipment, and guided-missiles components. He was director of the plant laboratory, and supervised the broader aspects of six sections. Retention of Mr. Hauelsen's services was regarded as essential to continuity in the research program. Between May 1942 and September 1945, Mr. Hauelsen was in the employ of the Lukas-Harold Corporation, Indianapolis, Ind., which operated the naval ordnance plant during World War II; during this employment, he was Laboratory Superintendent and Assistant to the Director of Research. Previously, he engaged in metal-products research in the employ of several other Indianapolis concerns, and for 6 years he operated his own laboratory.

Earl C. Janson, industrial engineer, U. S. Naval Ordnance Plant, Forest Park, Ill., \$9,975 a year. The principal activity at this plant is the manufacture of torpedoes. Prior to December 1945, when the plant was converted from private-

contractor to Navy Department operation, Mr. Janson participated in planning and organizing the program at the plant, and was assigned to diversified phases of the torpedo-production program at various other plants. At the time of the conversion, he was production manager. He was retained by the Navy Department; he received a war-service indefinite appointment; his duties remained substantially the same. As industrial manager, he was responsible for administering highly technical and specialized industrial functions. Approval of his appointment, which made possible his permanent retention, was based on the Commission's belief that it would be extremely difficult, if not impossible, to recruit, through the usual examination procedure, an engineer who would be as well qualified for the position as Mr. Janson.

Walter A. Key, ordnance engineer (head of Liaison and Primary Development Division), U. S. Naval Ordnance Plant, Indianapolis, Ind., \$7,341.60 a year. The duties of this position, which Mr. Key had held since 1945, are to procure research or development information and to digest it and present it to the departments of the plant, and to make final professional decisions as to the necessity, propriety, efficiency, expediency, and relative importance of problems in the field of airborne fire control. Mr. Key is exceptionally well qualified for the position. He had worked for the U. S. Army in the Canal Zone in connection with various engineering projects, including a position in which he was responsible for all general engineering associated with the operation of an Air Corps Repair Depot and Engineering Base and a position in which he headed a branch office engaged in design and study of hydroelectric installations, large-scale electrifications, and power-frequency conversions. For a year previous to his employment in the position to which his appointment was proposed, he was in charge of developing equipment for surface and aviation fire control for a private corporation.

Dr. F. H. Todd, naval architect, David Taylor Model Basin, Carderock, Md., \$9,975 a year. The incumbent of this position is required to administer and participate in highly complex scientific research work in various phases of naval architecture, including problems in ship friction, ship form, wave-making studies, ship propulsion and propeller design, ship maneuverability and steering, ship stability, and related hydrodynamics problems. The Civil Service Commission did not have on its registers the name of an eligible qualified for this position. Dr. Todd was selected after a thorough search, by responsible officials within the Department of the Navy, for a person who met the requirements. From 1928 to 1940, Dr. Todd was a scientific officer in the Ship Division of a British naval laboratory at Teddington. From 1942 to the time of his appointment at the David Taylor Model Basin, he was the principal scientific officer of the Ship Division of the Naval Propulsion Laboratory, Newcastle, England.

Arthur G. Zimmerman, ordnance engineer (head of Department of Engineering), U. S. Naval Ordnance Plant, Indianapolis, Ind., \$10,000 a year. Mr. Zimmerman had been in this position since September 1945, performing duties in connection with the development of new aviation fire-control equipment, electronic equipment, and guided-missiles components. He planned and directed all development work covering fire-control equipment originated by, or serviced at, the plant, and was responsible for the correctness of installation of fire-control equipment in all planes of the U. S. Navy. Between August 1944 and September 1945, Mr. Zimmerman was in the employ of the Lukas-Harold Corporation, Indianapolis, Ind., which operated the naval ordnance plant during World War II; he served first as assistant resident engineer and then as chief resident engineer.

Previously, he had had some 20 years of engineering experience in the employ of the General Electric Co. and the Radio Corporation of America.

Department of the Interior

Abram V. Tunison, aquatic biologist, Division of Game-fish and Hatcheries, Fish and Wildlife Service, Chicago, Ill., \$6,144.60 a year. In this position, in which he had been employed since December 1945, Mr. Tunison served as Assistant Chief of the Division of Game-fish and Hatcheries, and was responsible for the technical operations of 110 fish-cultural stations employing 500 persons in 43 States. He was promoted to the Chicago position from the position of fish-management technician, Cortland, N. Y., to which he received a war-service indefinite appointment in September 1944. From July 1932 to September 1944, he was employed by the New York State Conservation Department. During this period, he performed nutritional research with the aim of improving fish-cultural practices, and conducted a training school for fish culturists and hatchery superintendents. The Department of the Interior stated that no other individual was known to the Department whose qualifications for work in the highly specialized field of fish nutrition are equal to those of Mr. Tunison.

Department of Agriculture

Dr. Aaron H. Groth, Director, Regional Animal Disease Research Laboratory, Bureau of Animal Industry, Auburn, Ala., \$7,102.20 a year. The duties of this position include acting as consultant and advisor to the Southern States relative to the effects of the south on animal nutrition and disease, administering a veterinary medical program, and conducting difficult and responsible research in veterinary medicine. Dr. Groth has outstanding qualifications for the position, including a B. S. degree in animal husbandry, an M. S. degree in animal nutrition, a doctor's degree in veterinary medicine, and 12 years of experience in teaching veterinary science in colleges. He has done extensive research in animal nutrition and animal disease. He had held the position to which his appointment was proposed since April 1946, during which time he conducted research in Johne's disease (paratuberculosis in cattle).

Dr. Alfred M. Lucas, cytopathologist, Regional Poultry Disease Research Laboratory, East Lansing, Mich., \$5,403.60 a year. The duties of this position include planning, conducting, and coordinating research involving the scientific study of the structure and function of cells in relation to diseases of poultry. This highly specialized research involves the integration of this work with other studies now in progress in genetics, pathology, and physiology. Dr. Lucas has taught zoology, histology, cytology, and embryology in colleges, and has conducted research in neurology and cytopathology and in the cytology of virus diseases. He had held the position to which his appointment was proposed since April 1944. It was considered that the loss of his services would seriously disrupt and delay the program on which he was engaged, and also that he would be one of the three highest eligibles if an open competitive examination were held for the position.

Dr. Lane A. Moore, dairy husbandman, Bureau of Dairy Industry, Division of Nutrition and Physiology, Beltsville, Md., \$7,102.20 a year. In this position, Dr. Moore is responsible for planning, developing, and directing difficult and responsible research dealing with the nutritional factors affecting normal growth of dairy cattle. Dr. Moore is exceptionally well qualified for the position. He

was in charge of dairy husbandry research at Michigan State College from 1929 to 1941 and at the University of Maryland from 1941 to 1945, when he accepted the position to which his appointment is proposed. His training is unique in that it covers the rarely found combination of biochemistry, nutrition, and animal pathology, and he is a specialist in pathological techniques as applied to dairy cattle. Loss of his services would mean serious delay in the program in which he is engaged and would cause the discontinuance of certain phases of it.

Department of Commerce

Charles Joseph Hubbard, geographer (Chief of Arctic Operations), Weather Bureau, \$8,179.50 a year. The duties of the position include planning and supervising the establishment and operation of arctic weather stations, selecting personnel and supervising the management of arctic station affairs, supervising the radio network and aircraft movements, handling international negotiations, coordinating joint operations with the U. S. Navy and Air Force, and developing new arctic programs in accordance with international agreements. Mr. Hubbard is exceptionally well qualified for the position by many years of experience as an arctic explorer and by his services in both the Navy and the Air Force during World War II. He served as a special assistant to Gen. H. H. Arnold in developing arctic aviation facilities. He had served in the position to which his appointment was requested since April 1946. The Commission considered that an open competitive examination for this position would produce very few qualified eligibles, and that Mr. Hubbard would undoubtedly be among the three highest eligibles.

Austen Harold Nagle, meteorologist, Weather Bureau, \$6,235.20 a year. The duties of this position consist primarily in attending international conferences and advising the Assistant Chief for Operations, Weather Bureau, on various problems involved in the Bureau's participation in a World Meteorological Organization. Related duties are to provide information regarding the meteorological services of other nations; to examine agenda and rosters of scheduled international conferences in order to anticipate problems of protocol and of language differences; and to represent the Bureau on committees and commissions which have designated French or Spanish as the official language. Mr. Nagle was considered peculiarly well fitted for the position by reason of the fact that he has had more than 20 years of broad, progressive and responsible meteorological experience which includes extensive participation in international meteorological conferences. For 12 years, he was director of the meteorological service of Ireland.

Department of Labor

Dr. Oscar Weigert, labor economist, Bureau of Labor Statistics, \$7,102.20 a year. In this position, which he had occupied since February 1947, Dr. Weigert served as Chief of the Central and Eastern European Section of the Staff on Foreign Labor Conditions. His duties included the direction of planning and execution of studies pertaining to labor problems in Central and Eastern Europe and the rendering of advice on domestic and foreign economic policies of the United States. Dr. Weigert brought to this position a combination of administrative and research experience which made him exceptionally well qualified for it. Between May 1946 and February 1947, he served in the Department of Labor as an advisor on labor conditions in Germany and Austria. From 1943 to 1946, he was employed in the Office of Strategic Services, where he supervised

the preparation of guides dealing with labor and social-security conditions in Germany and Austria for the use of the United States military government. He has had pertinent experience in Germany, Turkey, and Japan.

Federal Security Agency

Dr. Richard A. Ormsbee, bio-chemist (Head of the Bio-Chemistry Unit), U. S. Public Health Service, Rocky Mountain Laboratory, Hamilton, Mont., \$5,905.20 a year. The duties of the position include the responsibility for making investigations and analysis in the fields of protein, organic, physical and analytical chemistry as related to the rickettsial, bacterial and virus diseases under study at the station, their arthropod vectors, and the hosts of each vector. Dr. Ormsbee is well qualified for the position. He has a Ph. D. degree in biology. In addition to having done graduate work, he has had 6 years of progressively responsible experience pertinent to the duties of the position of bio-chemist. It was considered that he would be among the three highest eligibles if an examination were held to fill the position.

National Advisory Committee for Aeronautics

Allan H. Heidenreich, electrical consultant, Flight Propulsion Research Laboratory, Cleveland, Ohio, \$9,975 a year. Mr. Heidenreich had been employed in the position to which his appointment was proposed since 1942. He has been responsible for the planning and technical direction of all electrical facility expansions at the three NACA laboratories. These expansions during the war required electrical facilities far beyond any previously designed or constructed. The NACA is now engaged in further design and construction of electrical installations of a type and range much greater than any previously known. Mr. Heidenreich has outstanding qualifications for the unique position which he fills. It was considered that the successful operation of the program for enlarging and developing research facilities, on which he was engaged, depended largely on the theoretical knowledge and the vast amount of experience which he has acquired both in private business and in the service of the NACA during his 39 years in the profession of electrical engineering.

Office of Selective Service Records

Carlton Spencer Dargusch, Deputy Director, Office of Selective Service Records, \$9,975 a year. The incumbent of this position acts as chief of staff and has general supervision of the agency. He is responsible for developing plans and policies relating to the functions of the agency, and for coordinating functions and administering the annual budget. He assumes the duties of the Director in the latter's absence, and represents him in activities with other agencies. As a commissioned officer of the Army, General Dargusch was assigned first to the Selective Service System and later to the Office of Selective Service Records from 1940 until July 1947, when he was relieved from active duty. He has been performing the duties of the position in question since 1944. Prior to 1940 he had several years of part-time reserve training in selective service work. General Dargusch was considered uniquely qualified to perform the duties of this specialized position, since no other person has had his extensive experience in handling the peculiar problem of State-Federal relationships involved in the selective service program.

Smithsonian Institution

James F. Evridge, skylight mechanic, National Gallery of Art, \$2,694.96 a year. In this position, in which he had served under temporary appointment since July 1946, Mr. Evridge maintains 120,000 square feet of skylights. The most important feature of the work is the prevention of leaks. Because of the unconventional design of the skylights, and the wide area covered by them, this requires constant attention to the condition of the roof, and frequent repairs. Since leaks would not only damage the building, but would also be a hazard to works of art, the Gallery management was anxious to retain the services of Mr. Evridge, whose efforts to keep the roof water-tight have proved more successful than those of any one of a number of other skylight mechanics who have been assigned to the task. His work has been marked by exceptional skill and ingenuity, and he has developed effective new methods in placing and using materials.

Miss Elizabeth Mongan, Curator of Graphic Arts, National Gallery of Art, \$6,384 a year. The duties of the position include responsibility for the custody, preservation, and exhibition of the 14,000-item collection of graphic arts, making arrangements for circulating exhibitions among civic and educational organizations, and disposition of a private fund available for the acquisition of prints and drawings. Miss Mongan is exceptionally well qualified for the position. In addition to extensive education in the field of art in the United States and abroad, she was curator of the Lessing J. Rosenwald Collection for 6 years. Since 1943, she has been Curator of Painting and Graphic Arts in the National Gallery of Art. It was considered that Miss Mongan's outstanding qualifications would place her among the highest three eligibles if an open competitive examination were held for this highly specialized position.

Veterans' Administration

Hulen C. Walker, special rehabilitation procedures officer, Branch Office No. 4, Richmond, Va., \$5,902.20 a year. Mr. Walker had been serving in this position since November 1946. Mr. Walker is blind, and the agency stated that the nature of the duties of his position are such that it is highly desirable that a blind person perform them. The duties include furnishing guidance to severely handicapped veterans in selecting employment objectives which seem to offer the most suitable prospects of restoring employability; assisting in developing a more adequate relationship with employers in order that a satisfactory placement program may be developed for the severely disabled; and acting as liaison between Veterans' Administration offices and convalescent centers under the supervision of the Army and Navy for adjustment of severely handicapped veterans. Mr. Walker entered on duty with the central office of the Veterans' Administration as training officer for the blind in October 1944, and later served as special training officer for the blind at Branch Office No. 10, Dallas, Tex.

VARIATION FROM CIVIL SERVICE REGULATIONS

Action Taken Under Authority of Section 5.1 (b) of Civil Service Rule V

Section 5.1 (b) of Civil Service Rule V reads as follows:

"The Commission is authorized, whenever there shall be practical difficulties and unnecessary hardships in complying with the strict letter of its regulations,

to grant a variation from the strict letter of the regulations if the spirit of the same is complied with and the efficiency of the Government and the integrity of the competitive service are protected and promoted: *Provided*, That whenever such a variation is made from the regulations the Commission shall record in the minutes of its proceedings (1) the particular practical difficulty or hardship, (2) what is permitted in lieu of what is required by regulation, (3) the circumstances which protect or promote the efficiency of the Government and the integrity of the competitive service, and (4) a statement limiting the application of the variation to the continuation of the conditions which gave rise to the variation: *Provided further*, That similar variations shall be granted whenever similar conditions exist. All minutes approved under authority of this section shall be published in the Commission's annual reports."

In a minute of March 30, 1948, the Commission recorded the following action: "The Commission considered the request of Candido R. Palting for a variation in the application of the regulations to permit his retention in the service of the Veterans' Administration. Mr. Palting is a Filipino citizen who was a status employee in the Federal service from June 1926 to June 1934, and returned to the Philippine Islands in July 1934. After December 1941, he was unable to return to the United States as a result of the conquest of the Philippine Islands by the Japanese, although there is evidence of a desire and an intent to return to the United States. Upon the liberation of the Philippine Islands in 1945, he returned to the United States, obtained employment in the Veterans' Administration, and was subsequently reinstated as a permanent employee. He has an 'Excellent' efficiency rating. He has filed his application for naturalization. He is eligible for continuance in his permanent appointment. By reason of an impending reduction in force, Mr. Palting received a notice of proposed separation under the provision of the retention-preference regulations that requires his retention classification as a noncitizen in group 'C', the lowest retention group, although citizens serving under the same type of appointment are classified in group 'A.'

"The Commission has previously followed a favorable policy toward Filipino citizens who demonstrate an intention to become citizens of the United States. When the independence of the Philippine Islands became effective in July 1946, the Commission gave Filipino citizens the same rights as United States citizens in taking examinations and in reductions in force until July 1, 1947, believing that they could obtain United States citizenship during that period. Due to the particular circumstances in the case of Mr. Palting, he has been unable to acquire United States citizenship, although he has diligently pursued every effort to acquire United States citizenship. In view of all the facts in this case, the Commission has determined (1) that the service is in danger of losing the services of an efficient permanent status employee because of delays beyond his control in acquiring United States citizenship, (2) that this danger can be avoided by a variation in the application of the retention-preference regulations to authorize his retention classification in group 'A' instead of group 'C', (3) that the retention of efficient permanent status employees promotes the efficiency of the Government and the integrity of the competitive service. By the authority of section 5.1 (b) of the rules, the Commission approves a variation in the application of the retention-preference regulations to authorize Mr. Palting's retention-preference classification in group 'A' instead of group 'C,' limiting the application of this variation to the period of time which would be required, in the event of due diligence on the part of Mr. Palting, for him to acquire United States citizenship."

APPROPRIATIONS AND EXPENDITURES—U. S. CIVIL SERVICE COMMISSION

Appropriations, 1948

| | |
|---|---------------------|
| Salaries and expenses, Civil Service Commission, 1948..... | \$15, 500, 000 |
| Panama Canal Construction Annuity Fund, Civil Service Commission, 1948..... | 1, 910, 000 |
| Total appropriations..... | 17, 410, 000 |
| Reimbursements for services performed..... | 69, 888 |
| Total available..... | 17, 479, 888 |

Expenditures, 1948

| | |
|---|---------------------|
| Personal services..... | 12, 632, 461 |
| Travel..... | 263, 706 |
| Transportation of things..... | 39, 774 |
| Communication services..... | 125, 842 |
| Payment for penalty mail..... | 291, 868 |
| Rents and utility services..... | 161, 172 |
| Printing and binding..... | 372, 848 |
| Other contractual services..... | 116, 775 |
| Supplies and materials..... | 260, 276 |
| Equipment..... | 293, 431 |
| Annuities..... | 1, 909, 159 |
| Total expenditures..... | 16, 467, 312 |
| Unexpended balance of appropriations ¹ | 1, 012, 576 |
| Total..... | 17, 479, 888 |

Appropriations, 1949

| | |
|---|---------------------|
| Salaries and expenses, Civil Service Commission, 1949..... | 15, 641, 000 |
| Panama Canal Construction Annuity Fund, Civil Service Commission, 1949..... | 2, 259, 098 |
| Total..... | 17, 900, 098 |

Retirement and disability funds, 1948

| | |
|---|----------------------|
| Civil-service retirement and disability appropriated fund, 1948.... | 244, 000, 000 |
| Canal Zone retirement and disability appropriated fund, 1948.... | 1, 177, 000 |
| Alaska Railroad retirement and disability appropriated fund, 1948.... | 217, 000 |
| Total..... | 245, 394, 000 |

Retirement and disability funds, 1949

| | |
|---|----------------------|
| Civil-service retirement and disability appropriated fund, 1949.... | 224, 000, 000 |
| Canal Zone retirement and disability appropriated fund, 1949.... | 1, 177, 000 |
| Alaska Railroad retirement and disability appropriated fund, 1949.... | 217, 000 |
| Total..... | 225, 394, 000 |

¹ The unexpended balance includes a reserve of \$929,097 from the appropriation "Salaries and Expenses, 1948."

Table 1.—Paid civilian employment in the executive branch of the Federal Government by major characteristics, continental United States and Washington, D. C., metropolitan area, June 1948 and June 1947¹

| Item | Continental United States | | | | | Washington, D. C., metropolitan area ² | | | | |
|---|---------------------------|----------|-----------|----------|--|---|----------|-----------|----------|--|
| | June 1948 | | June 1947 | | Percent change from June 1947 to June 1948 | June 1948 | | June 1947 | | Percent change from June 1947 to June 1948 |
| | Number | Per-cent | Number | Per-cent | | Num-ber | Per-cent | Num-ber | Per-cent | |
| ALL EMPLOYEES | | | | | | | | | | |
| Total | 1,859,807 | 100 | 1,849,781 | 100 | +0.5 | 206,110 | 100 | 205,237 | 100 | +0.4 |
| SEX | | | | | | | | | | |
| Men..... | 1,436,110 | 77 | 1,409,184 | 76 | +1.9 | 113,640 | 55 | 111,847 | 54 | +1.6 |
| Employed on full-time basis..... | 1,230,357 | 66 | 1,207,660 | 65 | +1.9 | 111,342 | 54 | 109,294 | 53 | +1.9 |
| Part-time and intermittent..... | 205,753 | 11 | 201,524 | 11 | +1.9 | 2,298 | 1 | 2,553 | 1 | -10.0 |
| Women..... | 423,697 | 23 | 440,597 | 24 | -3.8 | 92,470 | 45 | 93,390 | 46 | -1.0 |
| Employed on full-time basis..... | 407,111 | 22 | 423,549 | 23 | -3.9 | 92,204 | 45 | 93,050 | 46 | -.9 |
| Part-time and intermittent..... | 16,586 | 1 | 17,048 | 1 | -2.7 | 266 | (3) | 340 | (3) | -21.8 |
| VETERAN STATUS ⁴ | | | | | | | | | | |
| Veteran..... | 824,400 | 44 | 788,328 | 43 | +4.6 | 69,297 | 34 | 68,035 | 33 | +1.9 |
| Nonveteran..... | 1,032,887 | 56 | 1,058,441 | 57 | -2.5 | 136,795 | 66 | 137,180 | 67 | -.3 |
| SERVICE | | | | | | | | | | |
| Departmental..... | 167,735 | 9 | 177,831 | 10 | -5.7 | 150,219 | 73 | 154,810 | 75 | -3.0 |
| Field..... | 1,692,072 | 91 | 1,671,950 | 90 | +1.2 | 55,891 | 27 | 50,427 | 25 | +10.8 |
| TYPE OF POSITION | | | | | | | | | | |
| Subject to competitive requirements..... | 1,714,487 | 92 | 1,698,568 | 92 | +1.9 | 191,723 | 93 | 192,565 | 94 | -.4 |
| Excepted from competitive requirements..... | 145,320 | 8 | 151,213 | 8 | -3.9 | 14,387 | 7 | 12,672 | 6 | +13.5 |
| TENURE OF APPOINTMENT ⁴ | | | | | | | | | | |
| Permanent and probational..... | 1,294,075 | 70 | 1,037,353 | 56 | +24.7 | 151,462 | 73 | 125,064 | 61 | +21.1 |
| Indefinite (war-service and interim)..... | 405,601 | 22 | 667,611 | 36 | -39.2 | 49,187 | 24 | 77,087 | 38 | -36.2 |
| Temporary (limited to 1 year or less)..... | 157,611 | 8 | 141,805 | 8 | +11.1 | 5,443 | 3 | 3,064 | 1 | +77.6 |
| COMPENSATION AUTHORITY | | | | | | | | | | |
| Classification Act of 1923, as amended..... | 807,384 | 43 | 852,162 | 46 | -5.3 | 167,038 | 81 | 168,510 | 82 | -.9 |
| Postal Pay Act..... | 500,207 | 27 | 468,465 | 25 | +6.8 | 5,692 | 3 | 5,278 | 3 | +7.8 |
| Wage board..... | 483,222 | 26 | 455,074 | 25 | +6.2 | 24,272 | 12 | 22,603 | 11 | +7.4 |
| Other..... | 68,994 | 4 | 74,080 | 4 | -6.9 | 9,108 | 4 | 8,846 | 4 | +3.0 |

¹ In addition, there were employees without compensation, as follows: In the continental United States, 27,433 in June 1948 and 23,886 in June 1947; in the Washington area, 696 in June 1948 and 577 in June 1947.

² The Washington, D. C., metropolitan area is composed of the District of Columbia; Alexandria City, Arlington County, and part of Fairfax County, Va.; and parts of Montgomery County and Prince Georges County, Md.

³ Less than 0.5 percent.

⁴ Excludes employees of the Maritime Commission training organization, for whom distribution is not available.

Table 1.—Paid civilian employment in the executive branch of the Federal Government by major characteristics, continental United States and Washington, D. C., metropolitan area, June 1948 and June 1947¹—Continued

| Item | Continental United States | | | | | Washington, D. C., metropolitan area ² | | | | |
|--|---------------------------|----------|-----------|----------|--|---|----------|-----------|----------|--|
| | June 1948 | | June 1947 | | Percent change from June 1947 to June 1948 | June 1948 | | June 1947 | | Percent change from June 1947 to June 1948 |
| | Number | Per-cent | Number | Per-cent | | Num-ber | Per-cent | Num-ber | Per-cent | |
| VETERAN-PREFERENCE EMPLOYEES | | | | | | | | | | |
| Total----- | 824, 400 | 100 | 788, 328 | 100 | +4. 6 | 69, 297 | 100 | 68, 035 | 100 | +1. 9 |
| SEX | | | | | | | | | | |
| Men----- | 787, 458 | 96 | 748, 603 | 95 | +5. 2 | 63, 251 | 91 | 61, 491 | 90 | +2. 7 |
| Women----- | 36, 942 | 4 | 39, 725 | 5 | -6. 8 | 6, 046 | 9 | 6, 544 | 10 | -6. 1 |
| MILITARY SERVICE | | | | | | | | | | |
| World War II----- | 572, 511 | 69 | 542, 065 | 69 | +5. 6 | 49, 543 | 71 | 46, 848 | 69 | +5. 8 |
| Other service----- | 251, 889 | 31 | 246, 263 | 31 | +2. 3 | 19, 754 | 29 | 21, 187 | 31 | -6. 8 |
| VETERAN PREFERENCE | | | | | | | | | | |
| Veterans: | | | | | | | | | | |
| Disabled (10-point)----- | 704, 011 | 85 | 681, 858 | 86 | +3. 2 | 60, 006 | 87 | 59, 458 | 87 | +1. 9 |
| Nondisabled (5-point)----- | 104, 419 | 13 | 91, 375 | 12 | +14. 3 | 6, 567 | 9 | 5, 978 | 9 | +9. 9 |
| Wives, widows, and mothers (10-point)--- | 15, 970 | 2 | 15, 095 | 2 | +5. 8 | 2, 724 | 4 | 2, 599 | 4 | +4. 8 |

¹ In addition, there were employees without compensation, as follows: In the continental United States, 27,433 in June 1948 and 23,886 in June 1947; in the Washington area, 696 in June 1948 and 577 in June 1947.

² The Washington, D. C., metropolitan area is composed of the District of Columbia; Alexandria City, Arlington County, and part of Fairfax County, Va.; and parts of Montgomery County and Prince Georges County, Md.

Table 2.—Paid civilian employment in the executive branch of the Federal Government, including outside continental United States, by selected agency, as of June, 1938-48

| Period | All agencies | | National Military Establishment ¹ | | Post Office Department | | Veterans Administration | | Other agencies | |
|----------------|--------------|----------|--|----------|------------------------|----------|-------------------------|----------|----------------|----------|
| | Number | Per-cent | Number | Per-cent | Num-ber | Per-cent | Num-ber | Per-cent | Num-ber | Per-cent |
| June 1938----- | 854, 778 | 100 | 162, 818 | 19 | 291, 613 | 34 | 35, 607 | 4 | 364, 740 | 43 |
| June 1939----- | 926, 415 | 100 | 185, 604 | 21 | 294, 651 | 32 | 36, 808 | 4 | 399, 352 | 43 |
| June 1940----- | 1, 014, 117 | 100 | 255, 543 | 25 | 303, 654 | 30 | 39, 873 | 4 | 415, 047 | 41 |
| June 1941----- | 1, 370, 110 | 100 | 543, 153 | 40 | 315, 181 | 23 | 42, 948 | 3 | 468, 828 | 34 |
| June 1942----- | 2, 206, 970 | 100 | 1, 273, 740 | 58 | 319, 763 | 14 | 43, 084 | 2 | 569, 483 | 26 |
| June 1943----- | 3, 157, 113 | 100 | 2, 088, 892 | 66 | 316, 357 | 10 | 53, 349 | 2 | 698, 515 | 22 |
| June 1944----- | 3, 312, 256 | 100 | 2, 256, 846 | 68 | 352, 773 | 10 | 50, 510 | 2 | 652, 127 | 20 |
| June 1945----- | 3, 769, 646 | 100 | 2, 634, 075 | 70 | 378, 849 | 10 | 65, 143 | 2 | 691, 579 | 18 |
| June 1946----- | 2, 722, 031 | 100 | 1, 416, 225 | 52 | 488, 623 | 18 | 169, 643 | 6 | 647, 540 | 24 |
| June 1947----- | 2, 128, 648 | 100 | 859, 142 | 41 | 471, 787 | 22 | 216, 753 | 10 | 580, 966 | 27 |
| June 1948----- | 2, 090, 732 | 100 | 870, 962 | 42 | 503, 607 | 24 | 195, 545 | 9 | 520, 618 | 25 |

¹ For June 1938-June 1947, represents War Department and Navy Department combined.

Table 3.—Paid civilian employment in the executive branch of the Federal Government by agency and area, June 1948

| Agency | All areas | Continental United States | | | Outside continental United States | | |
|---|-----------|---------------------------|---|------------------------|-----------------------------------|-----------------------------|-------------------|
| | | Total | Washington, D. C., metropolitan area ¹ | 48 States ¹ | Total | Territories and possessions | Foreign countries |
| All agencies..... | 2,090,732 | 1,859,807 | 206,110 | 1,653,697 | 230,925 | 98,700 | 132,225 |
| Percent distribution..... | 100 | 89 | 10 | 79 | 11 | 5 | 6 |
| EXECUTIVE OFFICE OF THE PRESIDENT | | | | | | | |
| White House Office..... | 210 | 210 | 210 | — | — | — | — |
| Bureau of the Budget..... | 561 | 561 | 536 | 25 | — | — | — |
| Council of Economic Advisers..... | 43 | 43 | 43 | — | — | — | — |
| Executive Mansion and Grounds..... | 60 | 60 | 60 | — | — | — | — |
| National Security Council..... | 19 | 19 | 19 | — | — | — | — |
| National Security Resources Board..... | 208 | 208 | 208 | — | — | — | — |
| Office of Government Reports..... | 17 | 17 | 17 | — | — | — | — |
| EMERGENCY WAR AGENCIES | | | | | | | |
| Office of Defense Transportation..... | 45 | 45 | 43 | 2 | — | — | — |
| Philippine Alien Property Administration..... | 142 | 2 | 2 | — | 140 | — | 140 |
| War Assets Administration..... | 17,129 | 16,772 | 2,010 | 14,762 | 357 | 357 | — |
| EXECUTIVE DEPARTMENTS | | | | | | | |
| State..... | 21,835 | 7,604 | 6,205 | 1,399 | 14,231 | 25 | 14,206 |
| Treasury..... | 90,245 | 89,587 | 19,653 | 69,934 | 658 | 545 | 113 |
| National Military Establishment: | | | | | | | |
| Secretary of Defense..... | 962 | 962 | 883 | 79 | — | — | — |
| Department of the Army..... | 401,972 | 275,239 | 25,893 | 249,346 | 126,733 | 34,226 | 92,507 |
| Department of the Navy..... | 346,925 | 303,591 | 34,468 | 269,123 | 43,334 | 27,220 | 16,114 |
| Department of the Air Force..... | 121,103 | 121,103 | 3,777 | 117,326 | 436 | — | — |
| Justice..... | 26,227 | 25,791 | 8,290 | 17,501 | — | 815 | 121 |
| Post Office..... | 503,607 | 502,014 | 7,499 | 494,515 | 1,593 | 1,593 | — |
| Interior..... | 56,193 | 50,165 | 4,190 | 45,975 | 6,028 | 5,890 | 138 |
| Agriculture..... | 82,134 | 80,309 | 10,906 | 69,403 | 1,825 | 915 | 910 |
| Commerce..... | 40,872 | 37,504 | 13,122 | 24,382 | 3,368 | 3,054 | 314 |
| Labor..... | 4,467 | 4,384 | 2,145 | 2,239 | 83 | 83 | — |
| INDEPENDENT AGENCIES | | | | | | | |
| American Battle Monuments Commission..... | 121 | 4 | 4 | — | 117 | — | 117 |
| Atomic Energy Commission..... | 5,018 | 5,015 | 691 | 4,324 | 3 | — | 3 |
| Board of Governors, Federal Reserve System..... | 515 | 515 | 504 | 11 | — | — | — |
| Civil Aeronautics Board..... | 628 | 608 | 549 | 59 | 20 | 20 | — |
| Civil Service Commission..... | 4,089 | 4,084 | 2,166 | 1,918 | 5 | 5 | — |
| Economic Cooperation Administration..... | 571 | 492 | 491 | 1 | 79 | — | 79 |
| Export-Import Bank..... | 125 | 123 | 123 | — | 2 | — | 2 |
| Federal Communications Commission..... | 1,380 | 1,340 | 907 | 433 | 40 | 39 | 1 |
| Federal Deposit Insurance Corporation..... | 1,095 | 1,092 | 352 | 740 | 3 | 3 | — |
| Federal Mediation and Conciliation Service..... | 383 | 383 | 80 | 303 | — | — | — |
| Federal Power Commission..... | 809 | 809 | 653 | 156 | — | — | — |
| Federal Security Agency..... | 34,552 | 33,215 | 9,993 | 23,222 | 1,337 | 275 | 1,062 |
| Federal Trade Commission..... | 574 | 574 | 511 | 63 | — | — | — |
| Federal Works Agency..... | 22,406 | 21,957 | 12,229 | 9,728 | 449 | 132 | 317 |
| General Accounting Office..... | 9,172 | 9,172 | 6,166 | 3,006 | — | — | — |
| Government Printing Office..... | 7,074 | 7,074 | 6,839 | 235 | — | — | — |
| Housing and Home Finance Agency..... | 11,685 | 11,642 | 2,505 | 9,137 | 43 | 43 | — |
| Indian Claims Commission..... | 11 | 11 | 11 | — | — | — | — |
| Interstate Commerce Commission..... | 2,301 | 2,301 | 1,589 | 712 | — | — | — |
| Maritime Commission..... | 13,459 | 8,826 | 1,391 | 7,435 | 4,633 | — | 4,633 |

¹ The Washington, D. C., metropolitan area is composed of the District of Columbia; Alexandria City, Arlington County, and part of Fairfax County, Va.; and parts of Montgomery County and Prince Georges County, Md. These areas are excluded from the data for the 48 States.

Table 3.—Paid civilian employment in the executive branch of the Federal Government by agency and area, June 1948—Continued

| Agency | All areas | Continental United States | | | Outside continental United States | | |
|--|-----------|---------------------------|---|------------------------|-----------------------------------|-----------------------------|-------------------|
| | | Total | Washington, D. C., metropolitan area ¹ | 48 States ¹ | Total | Territories and possessions | Foreign countries |
| National Advisory Committee for Aeronautics..... | 6,264 | 6,264 | 126 | 6,138 | ----- | ----- | ----- |
| National Archives..... | 341 | 341 | 326 | 15 | ----- | ----- | ----- |
| National Capital Housing Authority..... | 282 | 282 | 282 | ----- | ----- | ----- | ----- |
| National Capital Park and Planning Commission..... | 8 | 8 | 8 | ----- | ----- | ----- | ----- |
| National Labor Relations Board..... | 1,992 | 1,979 | 497 | 1,482 | 13 | 13 | ----- |
| National Mediation Board..... | 109 | 109 | 42 | 67 | ----- | ----- | ----- |
| Office of the Housing Expediter..... | 4,568 | 4,542 | 304 | 4,238 | 26 | 26 | ----- |
| Office of Selective Service Records..... | 758 | 742 | 125 | 617 | 16 | 16 | ----- |
| Panama Canal..... | 16,130 | 135 | 104 | 31 | 15,995 | 15,995 | ----- |
| Panama Railroad Company..... | 7,347 | 508 | ----- | 508 | 6,839 | 6,839 | ----- |
| Philippine War Damage Commission..... | 908 | 7 | 7 | ----- | 901 | ----- | 901 |
| Railroad Retirement Board..... | 2,599 | 2,599 | 8 | 2,591 | ----- | ----- | ----- |
| Reconstruction Finance Corporation..... | 5,382 | 5,366 | 1,986 | 3,380 | 16 | 7 | 9 |
| Securities and Exchange Commission..... | 1,149 | 1,149 | 815 | 334 | ----- | ----- | ----- |
| Smithsonian Institution..... | 838 | 832 | 832 | ----- | 6 | ----- | 6 |
| Tariff Commission..... | 219 | 219 | 211 | 8 | ----- | ----- | ----- |
| Tax Court of the United States..... | 126 | 126 | 126 | ----- | ----- | ----- | ----- |
| Tennessee Valley Authority..... | 15,223 | 15,223 | 8 | 15,215 | ----- | ----- | ----- |
| Veterans Administration..... | 195,545 | 193,949 | 12,370 | 181,579 | 1,596 | 1,064 | 532 |

¹ See footnote 1, p. 64.

Table 4.—Paid civilian employment in the executive branch of the Federal Government by area and specified period, 1938-48

| Period | All areas | Continental United States | | | Outside continental United States | | |
|--------------------|------------------------|---------------------------|---|------------------------|-----------------------------------|-----------------------------|-------------------|
| | | Total | Washington, D. C., metropolitan area ¹ | 48 States ² | Total | Territories and possessions | Foreign countries |
| June 1938..... | 854,778 | (3) | 115,541 | 739,237 | (3) | (3) | (3) |
| December 1938..... | 920,979 | 887,405 | 121,066 | 766,339 | 33,574 | 28,697 | 4,877 |
| June 1939..... | 926,415 | (3) | 123,920 | (3) | (3) | (3) | (3) |
| December 1939..... | 988,099 | 943,133 | 127,502 | 815,631 | 44,966 | 39,886 | 5,080 |
| June 1940..... | 1,014,117 | (3) | 133,856 | (3) | (3) | (3) | (3) |
| December 1940..... | 1,184,344 | (3) | 155,914 | (3) | (3) | (3) | (3) |
| June 1941..... | 1,370,110 | 1,280,813 | 184,236 | 1,096,577 | 89,297 | 82,445 | 6,852 |
| December 1941..... | 1,620,922 | (3) | 207,214 | (3) | (3) | (3) | (3) |
| June 1942..... | 2,206,970 | (3) | 268,383 | (3) | (3) | (3) | (3) |
| December 1942..... | 2,810,871 | (3) | 284,068 | (3) | (3) | (3) | (3) |
| June 1943..... | 3,157,113 | ⁴ 5,002,459 | 277,813 | ⁴ 2,724,640 | 154,660 | (3) | (3) |
| December 1943..... | 3,227,578 | 2,811,812 | 263,448 | 2,548,364 | 415,766 | (3) | (3) |
| June 1944..... | 3,312,256 | 2,918,287 | 270,019 | 2,648,268 | 393,969 | (3) | (3) |
| December 1944..... | 3,412,355 | 2,859,737 | 255,186 | 2,604,551 | 552,618 | (3) | (3) |
| June 1945..... | ⁴ 3,769,646 | 2,915,476 | 257,808 | 2,657,668 | ⁴ 854,170 | (3) | (3) |
| December 1945..... | 2,969,729 | 2,411,015 | 229,389 | 2,181,626 | 558,714 | (3) | (3) |
| June 1946..... | 2,722,031 | 2,299,007 | 235,109 | 2,063,898 | 423,024 | (3) | (3) |
| December 1946..... | 2,277,078 | 1,980,716 | 221,293 | 1,759,423 | 296,362 | (3) | (3) |
| June 1947..... | 2,128,648 | 1,849,781 | 205,237 | 1,644,544 | 278,867 | 94,636 | 184,231 |
| December 1947..... | ⁴ 1,989,431 | ⁴ 1,766,078 | 195,714 | ⁴ 1,570,363 | 233,359 | 94,404 | 138,955 |
| June 1948..... | 2,090,732 | 1,859,807 | 206,110 | 1,653,697 | 230,925 | 98,700 | 132,225 |

¹ December 1938-June 1941 data relate to District of Columbia only. For definition of Washington area, see table 3, footnote 1. Peak of employment in area was 287,244 in February 1943; lowest post-war employment was 195,239 in September 1947.

² Excludes employment in the Washington, D. C., metropolitan area.

³ Not available.

⁴ Represents peak of employment in area.

⁵ Represents lowest postwar employment in area.

Table 5.—Paid civilian employment in the executive branch of the Federal Government by agency, sex, and veteran status, continental United States, June 1948

| Agency | Men | | | | Women | | | |
|---|------------|---------|----------------------|-------------|---------|---------|------------------------|-------------|
| | Total | Veteran | | Non-veteran | Total | Veteran | | Non-veteran |
| | | Number | Percent of total men | | | Number | Percent of total women | |
| All agencies..... | 11,436,110 | 787,458 | 55 | 646,132 | 423,697 | 36,942 | 9 | 386,755 |
| EXECUTIVE OFFICE OF THE PRESIDENT | | | | | | | | |
| White House Office..... | 97 | 37 | 38 | 60 | 113 | 3 | 3 | 110 |
| Bureau of the Budget..... | 317 | 136 | 43 | 181 | 244 | 11 | 5 | 233 |
| Council of Economic Advisers..... | 24 | 9 | 38 | 15 | 19 | ----- | ----- | 19 |
| Executive Mansion and Grounds..... | 49 | 23 | 47 | 26 | 11 | ----- | ----- | 11 |
| National Security Council..... | 10 | 7 | 70 | 3 | 9 | ----- | ----- | 9 |
| National Security Resources Board..... | 121 | 56 | 46 | 65 | 87 | 1 | 1 | 86 |
| Office of Government Reports..... | 5 | 2 | 40 | 3 | 12 | 2 | 17 | 10 |
| EMERGENCY WAR AGENCIES | | | | | | | | |
| Office of Defense Transportation..... | 19 | 5 | 26 | 14 | 26 | 3 | 12 | 23 |
| Philippine Alien Property Administration..... | 1 | ----- | ----- | 1 | 1 | ----- | ----- | 1 |
| War Assets Administration..... | 10,085 | 6,366 | 63 | 3,719 | 6,687 | 498 | 7 | 6,189 |
| EXECUTIVE DEPARTMENTS | | | | | | | | |
| State..... | 3,960 | 2,590 | 65 | 1,370 | 3,644 | 243 | 7 | 3,401 |
| Treasury..... | 47,649 | 26,503 | 56 | 21,146 | 41,938 | 3,221 | 8 | 38,717 |
| National Military Establishment: | | | | | | | | |
| Secretary of Defense..... | 440 | 281 | 64 | 159 | 522 | 35 | 7 | 487 |
| Department of the Army..... | 207,159 | 122,487 | 59 | 84,672 | 68,080 | 5,389 | 8 | 62,691 |
| Department of the Navy..... | 251,133 | 146,027 | 58 | 105,106 | 52,458 | 3,085 | 6 | 49,373 |
| Department of the Air Force..... | 91,197 | 58,074 | 64 | 33,123 | 29,906 | 2,202 | 7 | 27,704 |
| Justice..... | 17,706 | 10,117 | 57 | 7,589 | 8,085 | 282 | 3 | 7,803 |
| Post Office..... | 459,475 | 200,091 | 44 | 259,384 | 42,539 | 3,263 | 8 | 39,276 |
| Interior..... | 40,800 | 18,966 | 46 | 21,834 | 9,365 | 673 | 7 | 8,692 |
| Agriculture..... | 63,557 | 25,282 | 40 | 38,275 | 16,752 | 1,305 | 8 | 15,447 |
| Commerce..... | 26,874 | 15,150 | 56 | 11,724 | 10,630 | 444 | 4 | 10,186 |
| Labor..... | 2,187 | 1,388 | 63 | 799 | 2,197 | 154 | 7 | 2,043 |
| INDEPENDENT AGENCIES | | | | | | | | |
| American Battle Monuments Commission..... | 1 | 1 | 100 | ----- | 3 | ----- | ----- | 3 |
| Atomic Energy Commission..... | 3,234 | 2,315 | 72 | 919 | 1,781 | 129 | 7 | 1,652 |
| Board of Governors, Federal Reserve System..... | 259 | 124 | 48 | 135 | 256 | 9 | 4 | 247 |
| Civil Aeronautics Board..... | 333 | 206 | 62 | 127 | 275 | 22 | 8 | 253 |
| Civil Service Commission..... | 1,505 | 984 | 65 | 521 | 2,579 | 143 | 6 | 2,436 |
| Economic Cooperation Administration..... | 225 | 102 | 45 | 123 | 267 | 16 | 6 | 251 |
| Export-Import Bank..... | 59 | 34 | 58 | 25 | 64 | 2 | 3 | 62 |
| Federal Communications Commission..... | 816 | 449 | 55 | 367 | 524 | 48 | 9 | 476 |
| Federal Deposit Insurance Corporation..... | 725 | 406 | 56 | 319 | 367 | 20 | 5 | 347 |
| Federal Mediation and Conciliation Service..... | 267 | 79 | 30 | 188 | 116 | 3 | 3 | 113 |
| Federal Power Commission..... | 526 | 261 | 50 | 265 | 283 | 13 | 5 | 270 |
| Federal Security Agency..... | 16,477 | 9,287 | 56 | 7,190 | 16,738 | 1,162 | 7 | 15,576 |
| Federal Trade Commission..... | 343 | 178 | 52 | 165 | 231 | 3 | 1 | 228 |
| Federal Works Agency..... | 15,098 | 9,667 | 64 | 5,431 | 6,859 | 591 | 9 | 6,268 |
| General Accounting Office..... | 4,765 | 2,733 | 57 | 2,032 | 4,407 | 270 | 6 | 4,137 |
| Government Printing Office..... | 5,392 | 2,617 | 49 | 2,775 | 1,682 | 96 | 6 | 1,586 |
| Housing and Home Finance Agency..... | 7,172 | 3,634 | 51 | 3,538 | 4,470 | 174 | 4 | 4,296 |
| Indian Claims Commission..... | 7 | 5 | 71 | 2 | 4 | ----- | ----- | 4 |
| Interstate Commerce Commission..... | 1,473 | 778 | 53 | 695 | 828 | 71 | 9 | 757 |
| Maritime Commission..... | 17,471 | 2,843 | 38 | 2,108 | 1,355 | 94 | 7 | 1,261 |

¹ Includes 2,520 employees of the Maritime Commission training organization, for whom distribution is not available.

² Partly estimated.

Table 5.—Paid civilian employment in the executive branch of the Federal Government by agency, sex, and veteran status, continental United States, June 1948—Continued

| Agency | Men | | | | Women | | | |
|--|---------|---------|----------------------|-------------|--------|---------|------------------------|-------------|
| | Total | Veteran | | Non-veteran | Total | Veteran | | Non-veteran |
| | | Number | Percent of total men | | | Number | Percent of total women | |
| National Advisory Committee for Aeronautics..... | 4,996 | 2,430 | 49 | 2,566 | 1,268 | 32 | 3 | 1,236 |
| National Archives..... | 198 | 119 | 60 | 79 | 143 | 8 | 6 | 135 |
| National Capital Housing Authority..... | 211 | 100 | 47 | 111 | 71 | 4 | 6 | 67 |
| National Capital Park and Planning Commission..... | 4 | 3 | 75 | 1 | 4 | 1 | 25 | 3 |
| National Labor Relations Board..... | 1,142 | 380 | 33 | 762 | 837 | 29 | 3 | 808 |
| National Mediation Board..... | 62 | 18 | 29 | 44 | 47 | 1 | 2 | 46 |
| Office of the Housing Expediter..... | 2,042 | 1,084 | 53 | 958 | 2,500 | 138 | 6 | 2,362 |
| Office of Selective Service Records..... | 235 | 136 | 58 | 99 | 507 | 36 | 7 | 471 |
| Panama Canal..... | 88 | 37 | 42 | 51 | 47 | 1 | 2 | 46 |
| Panama Railroad Company..... | 473 | 41 | 9 | 432 | 35 | 1 | 3 | 34 |
| Philippine War Damage Commission..... | 3 | --- | --- | 3 | 4 | --- | --- | 4 |
| Railroad Retirement Board..... | 1,179 | 733 | 62 | 446 | 1,420 | 52 | 4 | 1,368 |
| Reconstruction Finance Corporation..... | 3,020 | 1,483 | 49 | 1,537 | 2,346 | 138 | 6 | 2,208 |
| Securities and Exchange Commission..... | 746 | 394 | 53 | 352 | 403 | 22 | 5 | 381 |
| Smithsonian Institution..... | 601 | 407 | 68 | 194 | 231 | 25 | 11 | 206 |
| Tariff Commission..... | 125 | 63 | 50 | 62 | 94 | 2 | 2 | 92 |
| Tax Court of the United States..... | 61 | 26 | 43 | 35 | 65 | 1 | 2 | 64 |
| Tennessee Valley Authority..... | 13,729 | 6,522 | 48 | 7,207 | 1,494 | 65 | 4 | 1,429 |
| Veterans Administration..... | 118,182 | 103,182 | 87 | 15,000 | 75,767 | 12,706 | 17 | 63,061 |

Table 6.—Paid civilian employment in the executive branch of the Federal Government by sex, continental United States and Washington, D. C., metropolitan area, by specified period, 1938-48

| Period | Continental United States ¹ | | | | | Washington, D. C., metropolitan area ² | | | | |
|----------------|--|------------------------|------------------------|---------------------------|------------------|---|----------------------|----------------------|---------------------------|------------------|
| | Total | Men | Women | | Sex not reported | Total | Men | Women | | Sex not reported |
| | | | Number | Percent of total reported | | | | Number | Percent of total reported | |
| June 1938..... | 854,778 | 685,749 | 166,177 | 20 | 2,852 | 115,541 | 68,802 | 46,739 | 41 | --- |
| June 1939..... | 926,415 | 747,577 | 172,733 | 19 | 6,105 | 123,926 | 74,052 | 49,312 | 40 | 562 |
| June 1940..... | 1,014,117 | 816,610 | 186,210 | 19 | 11,297 | 133,856 | 80,607 | 53,038 | 40 | 211 |
| June 1941..... | 1,370,110 | 1,091,743 | 266,407 | 20 | 11,960 | 184,236 | 106,133 | 77,774 | 42 | 329 |
| June 1942..... | 2,206,970 | (³) | (³) | --- | --- | 268,383 | (³) | (³) | --- | --- |
| May 1943..... | 3,030,659 | ⁴ 1,840,145 | ⁴ 960,501 | 34 | 230,013 | 280,027 | ⁴ 121,075 | ⁴ 151,370 | 56 | 7,582 |
| July 1944..... | 2,941,209 | 1,835,077 | ⁵ 1,106,132 | 38 | --- | 270,501 | 112,791 | ⁵ 157,710 | 58 | --- |
| June 1945..... | 2,915,476 | 1,822,939 | 1,092,537 | 38 | --- | 257,808 | 103,964 | 153,844 | 60 | --- |
| June 1946..... | 2,299,007 | 1,652,703 | 646,304 | 28 | --- | 235,109 | 119,199 | 115,910 | 49 | --- |
| June 1947..... | 1,849,781 | 1,409,184 | 440,597 | 24 | --- | 205,237 | 111,847 | 93,390 | 46 | --- |
| June 1948..... | 1,859,807 | 1,436,110 | 423,697 | 23 | --- | 206,110 | 113,640 | 92,470 | 45 | --- |

¹ June 1938-May 1943 data include employees outside continental United States.

² June 1938-June 1941 data relate to District of Columbia only. For definition of Washington area, see table 1, footnote 2.

³ Not available.

⁴ Relates to full-time employees only.

⁵ Represents peak of employment of women.

Table 7.—Paid civilian employment in the executive branch of the Federal Government by agency, type of position, and tenure of appointment, continental United States, June 1948

| Agency | Total | Employees in competitive positions | | | | | | | | Employees in excepted positions | |
|---|-------------|------------------------------------|------------------|---------------------------|------------------------|-------------------------|------------------------|------------------------|------------------------|---------------------------------|------------------|
| | | Total | | Tenure of appointment | | | | | | Number | Percent of total |
| | | | | Permanent and probational | | Indefinite ¹ | | Temporary ² | | | |
| | | Number | Percent of total | Number | Percent of competitive | Number | Percent of competitive | Number | Percent of competitive | | |
| All agencies..... | 1, 859, 807 | 1, 714, 487 | 92 | 1, 218, 920 | 71 | 385, 308 | 23 | 110, 259 | 6 | 145, 320 | 8 |
| EXECUTIVE OFFICE OF THE PRESIDENT | | | | | | | | | | | |
| White House Office..... | 210 | 182 | 87 | 180 | 99 | 1 | 1 | 1 | (³) | 28 | 13 |
| Bureau of the Budget..... | 561 | 544 | 97 | 450 | 83 | 91 | 17 | 3 | (³) | 17 | 3 |
| Council of Economic Advisers..... | 43 | 39 | 91 | 32 | 82 | 7 | 18 | | | 4 | 9 |
| Executive Mansion and Grounds..... | 60 | | | | | | | | | 60 | 100 |
| National Security Council..... | 19 | | | | | | | | | 19 | 100 |
| National Security Resources Board..... | 208 | 142 | 68 | 105 | 74 | 27 | 19 | 10 | 7 | 66 | 32 |
| Office of Government Reports..... | 17 | 17 | 100 | 12 | 71 | 4 | 23 | 1 | 6 | | |
| EMERGENCY WAR AGENCIES | | | | | | | | | | | |
| Office of Defense Transportation..... | 45 | 44 | 98 | 22 | 50 | 16 | 36 | 6 | 14 | 1 | 2 |
| Philippine Alien Property Administration..... | 2 | | | | | | | | | 2 | 100 |
| War Assets Administration..... | 16, 772 | 14, 758 | 88 | 9, 761 | 66 | 3, 861 | 26 | 1, 136 | 8 | 2, 014 | 12 |
| EXECUTIVE DEPARTMENTS | | | | | | | | | | | |
| State..... | 7, 604 | 6, 310 | 83 | 3, 554 | 56 | 2, 540 | 40 | 216 | 4 | 1, 294 | 17 |
| Treasury..... | 89, 587 | 87, 638 | 98 | 68, 017 | 78 | 14, 284 | 16 | 5, 337 | 6 | 1, 949 | 2 |
| National Military Establishment: | | | | | | | | | | | |
| Secretary of Defense..... | 962 | 847 | 88 | 545 | 64 | 250 | 30 | 52 | 6 | 115 | 12 |
| Department of the Army..... | 275, 239 | 251, 674 | 91 | 162, 615 | 65 | 75, 761 | 30 | 13, 298 | 5 | 23, 565 | 9 |
| Department of the Navy..... | 303, 591 | 302, 430 | 100 | 227, 355 | 75 | 68, 890 | 23 | 6, 185 | 2 | 1, 161 | (⁴) |
| Department of the Air Force..... | 121, 103 | 120, 899 | 100 | 74, 672 | 62 | 45, 067 | 37 | 1, 160 | 1 | 204 | (⁴) |
| Justice..... | 25, 791 | 14, 961 | 58 | 12, 226 | 82 | 2, 346 | 16 | 389 | 2 | 10, 830 | 42 |
| Post Office..... | 502, 014 | 501, 962 | 100 | 359, 692 | 72 | 72, 337 | 14 | 69, 933 | 14 | 52 | (⁵) |
| Interior..... | 50, 165 | 35, 300 | 70 | 22, 578 | 64 | 9, 734 | 28 | 2, 988 | 8 | 14, 865 | 30 |
| Agriculture..... | 80, 309 | 49, 789 | 62 | 39, 283 | 79 | 7, 039 | 14 | 3, 467 | 7 | 30, 520 | 38 |
| Commerce..... | 37, 504 | 28, 969 | 77 | 19, 155 | 66 | 9, 216 | 32 | 598 | 2 | 8, 535 | 23 |
| Labor..... | 4, 384 | 4, 292 | 98 | 3, 298 | 77 | 798 | 19 | 196 | 4 | 92 | 2 |

INDEPENDENT AGENCIES

| INDEPENDENT AGENCIES | | | | | | | | | | | | |
|--|---------|---------|-----|---------|-----|--------|----|-------|-----|--------|-----|--|
| American Battle Monuments Commission..... | 4 | 4 | 100 | 3 | 75 | 1 | 25 | 10 | (*) | 185 | 4 | |
| Atomic Energy Commission..... | 5,015 | 4,830 | 96 | 2,653 | 55 | 2,167 | 45 | 10 | (*) | 515 | 100 | |
| Board of Governors, Federal Reserve System..... | 615 | | | | | | | | | 87 | 14 | |
| Civil Aeronautics Board..... | 608 | 521 | 86 | 341 | 66 | 178 | 34 | 2 | (*) | 3 | | |
| Civil Service Commission..... | 4,084 | 4,071 | 100 | 3,362 | 83 | 584 | 14 | 125 | 3 | 13 | (*) | |
| Economic Cooperation Administration..... | 492 | 380 | 77 | 105 | 28 | 218 | 57 | 57 | 15 | 112 | 23 | |
| Export-Import Bank..... | 123 | 103 | 84 | 77 | 75 | 25 | 24 | 1 | 1 | 20 | 16 | |
| Federal Communications Commission..... | 1,340 | 1,247 | 93 | 976 | 78 | 259 | 21 | 12 | 1 | 93 | 7 | |
| Federal Deposit Insurance Corporation..... | 1,092 | 993 | 91 | 882 | 89 | 105 | 10 | 6 | 1 | 99 | 9 | |
| Federal Mediation and Conciliation Service..... | 383 | 138 | 36 | 104 | 75 | 23 | 17 | 11 | 8 | 245 | 64 | |
| Federal Power Commission..... | 809 | 729 | 90 | 573 | 79 | 134 | 18 | 22 | 3 | 80 | 10 | |
| Federal Security Agency..... | 33,215 | 30,995 | 93 | 19,610 | 63 | 10,312 | 33 | 1,073 | 4 | 2,200 | 7 | |
| Federal Trade Commission..... | 574 | 534 | 93 | 480 | 90 | 33 | 6 | 21 | 4 | 40 | 7 | |
| Federal Works Agency..... | 21,957 | 21,688 | 99 | 16,796 | 77 | 4,785 | 22 | 107 | 1 | 269 | 1 | |
| General Accounting Office..... | 9,172 | 9,153 | 100 | 7,361 | 80 | 1,735 | 19 | 57 | 1 | 19 | (*) | |
| Government Printing Office..... | 7,074 | 7,073 | 100 | 4,074 | 58 | 2,968 | 42 | 31 | (*) | 1 | (*) | |
| Housing and Home Finance Agency..... | 11,642 | 11,526 | 99 | 7,304 | 63 | 3,567 | 31 | 655 | 6 | 116 | 1 | |
| Indian Claims Commission..... | 11 | 3 | 27 | 3 | 100 | | | | | 8 | 73 | |
| Interstate Commerce Commission..... | 2,301 | 2,242 | 97 | 1,833 | 82 | 388 | 17 | 21 | 1 | 59 | 3 | |
| Maritime Commission..... | 8,826 | 6,286 | 71 | 3,079 | 49 | 2,444 | 39 | 763 | 12 | 2,540 | 29 | |
| National Advisory Committee for Aeronautics..... | 6,264 | 6,261 | 100 | 4,444 | 71 | 1,694 | 27 | 123 | 2 | 3 | (*) | |
| National Archives..... | 341 | 339 | 99 | 262 | 77 | 75 | 22 | 2 | 1 | 2 | 1 | |
| National Capital Housing Authority..... | 282 | 280 | 99 | 206 | 74 | 64 | 23 | 10 | 3 | 2 | 25 | |
| National Capital Park and Planning Commission..... | 8 | 6 | 75 | 6 | 100 | | | | | 2 | 48 | |
| National Labor Relations Board..... | 1,979 | 1,028 | 52 | 797 | 78 | 178 | 17 | 53 | 5 | 951 | 49 | |
| National Mediation Board..... | 109 | 56 | 51 | 53 | 95 | 2 | 4 | 1 | 1 | 53 | 6 | |
| Office of the Housing Expediter..... | 4,542 | 4,276 | 94 | 1,988 | 47 | 2,244 | 52 | 44 | 1 | 266 | 49 | |
| Office of Selective Service Records..... | 742 | 644 | 87 | 533 | 83 | 82 | 13 | 29 | 4 | 98 | 13 | |
| Panama Canal..... | 135 | 134 | 99 | 123 | 92 | 11 | 8 | | | 1 | 1 | |
| Panama Railroad Company..... | 508 | 81 | 16 | 77 | 95 | 4 | 5 | | | 427 | 84 | |
| Philippine War Damage Commission..... | 7 | | | | | | | | | 7 | 100 | |
| Railroad Retirement Board..... | 2,599 | 2,592 | 100 | 2,080 | 80 | 422 | 16 | 90 | 4 | 7 | (*) | |
| Reconstruction Finance Corporation..... | 5,366 | 5,126 | 95 | 4,554 | 89 | 540 | 10 | 32 | 1 | 240 | 5 | |
| Securities and Exchange Commission..... | 1,149 | 960 | 84 | 775 | 81 | 177 | 18 | 8 | 1 | 189 | 16 | |
| Smithsonian Institution..... | 832 | 823 | 99 | 617 | 75 | 191 | 23 | 15 | 2 | 9 | 1 | |
| Tariff Commission..... | 219 | 204 | 93 | 188 | 92 | 15 | 7 | 1 | 1 | 15 | 7 | |
| Tax Court of the United States..... | 126 | 64 | 51 | 54 | 84 | 10 | 16 | | | 62 | 49 | |
| Tennessee Valley Authority..... | 15,223 | | | | | | | | | 15,223 | 100 | |
| Veterans Administration..... | 193,949 | 168,300 | 87 | 128,995 | 77 | 37,404 | 22 | 1,901 | 1 | 25,649 | 13 | |

¹ Includes war-service appointments, temporary appointments pending establishment of registers, and emergency-indefinite appointments.

² Appointments limited to 1 year or less.

³ Less than 0.5 percent.

Table 8.—Paid civilian employment in the executive branch of the Federal Government by State and selected agency, June 1948 ¹

| Area | Number of employees | | | | | Percent distribution by agency | | | | |
|---|---------------------|---------------------------------|------------------------|-------------------------|----------------|--------------------------------|---------------------------------|------------------------|-------------------------|----------------|
| | All agencies | National Military Establishment | Post Office Department | Veterans Administration | Other agencies | All agencies | National Military Establishment | Post Office Department | Veterans Administration | Other agencies |
| Total..... | 2,090,732 | 870,962 | 503,607 | 195,545 | 520,618 | 100 | 42 | 24 | 9 | 25 |
| Outside continental United States..... | 230,925 | 170,067 | 1,593 | 1,596 | 57,669 | 100 | 73 | 1 | 1 | 25 |
| Territories and possessions..... | 98,700 | 61,446 | 1,593 | 1,064 | 34,597 | 100 | 62 | 2 | 1 | 35 |
| Foreign countries..... | 132,225 | 108,621 | ----- | 532 | 23,072 | 100 | 82 | ----- | (?) | 18 |
| Continental United States..... | 1,859,807 | 700,895 | 502,014 | 193,949 | 462,949 | 100 | 38 | 27 | 10 | 25 |
| Washington, D. C., metropolitan area ² | 206,110 | 65,021 | 7,499 | 12,370 | 121,220 | 100 | 31 | 4 | 6 | 59 |
| 48 States ³ | 1,653,697 | 635,874 | 494,515 | 181,579 | 341,729 | 100 | 38 | 30 | 11 | 21 |
| Alabama..... | 32,402 | 13,132 | 6,310 | 3,850 | 9,110 | 100 | 41 | 19 | 12 | 28 |
| Arizona..... | 11,916 | 2,483 | 1,854 | 1,479 | 6,100 | 100 | 21 | 16 | 12 | 51 |
| Arkansas..... | 13,191 | 2,721 | 5,100 | 2,455 | 2,915 | 100 | 21 | 39 | 18 | 22 |
| California..... | 198,959 | 117,469 | 37,651 | 15,598 | 28,241 | 100 | 59 | 19 | 8 | 14 |
| Colorado..... | 22,153 | 5,638 | 4,665 | 2,594 | 9,256 | 100 | 25 | 21 | 12 | 42 |
| Connecticut..... | 11,189 | 1,323 | 6,790 | 1,331 | 1,745 | 100 | 12 | 61 | 12 | 15 |
| Delaware..... | 1,775 | 104 | 963 | 415 | 293 | 100 | 6 | 54 | 23 | 17 |
| Florida..... | 31,783 | 16,935 | 6,677 | 2,724 | 5,447 | 100 | 53 | 21 | 9 | 17 |
| Georgia..... | 38,316 | 16,949 | 7,089 | 4,782 | 8,596 | 100 | 44 | 21 | 13 | 22 |
| Idaho..... | 6,100 | 1,025 | 1,744 | 630 | 2,701 | 100 | 17 | 29 | 10 | 44 |
| Illinois..... | 96,484 | 21,246 | 40,864 | 12,719 | 21,655 | 100 | 22 | 42 | 13 | 23 |
| Indiana..... | 28,035 | 8,284 | 12,064 | 3,403 | 4,284 | 100 | 30 | 43 | 12 | 15 |
| Iowa..... | 15,226 | 599 | 9,391 | 2,340 | 2,896 | 100 | 4 | 62 | 15 | 19 |
| Kansas..... | 18,749 | 3,558 | 7,505 | 4,047 | 3,639 | 100 | 19 | 40 | 22 | 19 |
| Kentucky..... | 23,482 | 7,374 | 7,826 | 3,689 | 4,593 | 100 | 31 | 33 | 16 | 20 |
| Louisiana..... | 22,616 | 7,923 | 5,476 | 2,462 | 6,755 | 100 | 35 | 24 | 11 | 30 |
| Maine..... | 12,405 | 6,109 | 3,635 | 1,182 | 1,479 | 100 | 49 | 29 | 10 | 12 |
| Maryland ³ | 38,879 | 19,542 | 5,819 | 2,649 | 10,869 | 100 | 50 | 15 | 7 | 28 |
| Massachusetts..... | 53,498 | 18,270 | 20,873 | 7,489 | 6,866 | 100 | 34 | 39 | 14 | 13 |
| Michigan..... | 35,423 | 4,964 | 18,816 | 4,458 | 7,185 | 100 | 14 | 53 | 13 | 20 |
| Minnesota..... | 20,325 | 1,605 | 8,364 | 4,985 | 5,371 | 100 | 8 | 41 | 25 | 26 |
| Mississippi..... | 15,996 | 5,589 | 4,418 | 2,578 | 3,411 | 100 | 35 | 28 | 16 | 21 |
| Missouri..... | 50,332 | 14,512 | 17,769 | 4,938 | 13,113 | 100 | 29 | 35 | 10 | 26 |
| Montana..... | 8,363 | 803 | 1,877 | 580 | 5,103 | 100 | 10 | 22 | 7 | 61 |
| Nebraska..... | 16,168 | 5,632 | 5,556 | 900 | 4,071 | 100 | 35 | 34 | 6 | 25 |
| Nevada..... | 3,790 | 1,203 | 408 | 275 | 1,904 | 100 | 32 | 11 | 7 | 50 |
| New Hampshire..... | 3,207 | 372 | 1,084 | 244 | 607 | 100 | 11 | 62 | 8 | 19 |
| New Jersey..... | 39,871 | 18,377 | 13,963 | 3,432 | 4,099 | 100 | 46 | 35 | 9 | 10 |
| New Mexico..... | 10,497 | 2,691 | 1,579 | 938 | 5,289 | 100 | 26 | 15 | 9 | 50 |
| New York..... | 176,817 | 47,746 | 77,590 | 18,406 | 33,075 | 100 | 27 | 44 | 10 | 19 |
| North Carolina..... | 23,813 | 7,769 | 7,402 | 3,336 | 5,306 | 100 | 33 | 31 | 14 | 22 |
| North Dakota..... | 6,158 | 587 | 2,650 | 724 | 2,197 | 100 | 9 | 43 | 12 | 36 |
| Ohio..... | 78,499 | 30,573 | 25,613 | 9,870 | 12,443 | 100 | 39 | 33 | 12 | 16 |
| Oklahoma..... | 31,528 | 16,770 | 6,918 | 1,990 | 5,850 | 100 | 53 | 22 | 6 | 19 |
| Oregon..... | 16,901 | 3,873 | 4,584 | 1,708 | 6,736 | 100 | 23 | 27 | 10 | 40 |
| Pennsylvania..... | 108,651 | 54,680 | 30,111 | 10,624 | 13,236 | 100 | 50 | 28 | 10 | 12 |
| Rhode Island..... | 10,727 | 7,140 | 2,435 | 569 | 583 | 100 | 67 | 23 | 5 | 5 |
| South Carolina..... | 18,726 | 10,968 | 3,882 | 1,376 | 2,500 | 100 | 59 | 21 | 7 | 13 |
| South Dakota..... | 7,734 | 896 | 2,781 | 1,221 | 2,836 | 100 | 11 | 36 | 16 | 37 |
| Tennessee..... | 37,442 | 7,935 | 7,736 | 5,791 | 15,980 | 100 | 21 | 21 | 15 | 43 |
| Texas..... | 82,137 | 36,221 | 19,114 | 8,880 | 17,922 | 100 | 44 | 23 | 11 | 22 |
| Utah..... | 21,029 | 15,011 | 1,978 | 702 | 3,338 | 100 | 71 | 10 | 3 | 16 |
| Vermont..... | 3,157 | 52 | 1,779 | 497 | 829 | 100 | 2 | 56 | 16 | 26 |
| Virginia ³ | 64,874 | 40,741 | 8,027 | 5,952 | 10,154 | 100 | 63 | 12 | 9 | 16 |
| Washington..... | 47,286 | 24,844 | 7,283 | 3,666 | 11,493 | 100 | 53 | 15 | 8 | 24 |
| West Virginia..... | 10,799 | 2,032 | 4,608 | 1,988 | 2,171 | 100 | 19 | 43 | 18 | 20 |
| Wisconsin..... | 20,687 | 925 | 11,201 | 4,257 | 4,304 | 100 | 4 | 54 | 21 | 21 |
| Wyoming..... | 5,347 | 679 | 893 | 847 | 2,928 | 100 | 12 | 17 | 16 | 55 |
| Undistributed..... | 255 | ----- | ----- | ----- | 255 | 100 | ----- | ----- | ----- | 100 |

¹ Partly estimated.

² Less than 0.5 percent.

³ See table 3, footnote 1 (p. 64).

Table 9.—Paid civilian employment in the executive branch of the Federal Government, including outside continental United States, by positions subject to the competitive requirements of the Civil Service Act and by specified period, 1938–48 ¹

| Period | Total | Type of position | | | |
|------------------------------|-----------|--|---------------------------|---|--------------|
| | | Subject to competitive requirements of Civil Service Act | | Excluded from competitive requirements of Civil Service Act | Not reported |
| | | Number | Percent of total reported | | |
| June 1938..... | 854,778 | 562,909 | 66 | 289,017 | 2,852 |
| June 1939..... | 926,415 | 622,832 | 67 | 297,478 | 6,105 |
| June 1940..... | 1,014,117 | 726,827 | 72 | 275,993 | 11,297 |
| June 1941..... | 1,370,110 | 990,218 | 73 | 367,932 | 11,960 |
| June 1947..... | 2,128,648 | 1,733,019 | 81 | 395,629 | ----- |
| June 1948 ² | 2,090,732 | 1,750,823 | 84 | 339,909 | ----- |

¹ Data not reported during war.

² In the continental United States, 1,714,487, or 92 percent, of 1,859,807 employees were in positions subject to the competitive requirements of the Civil Service Act.

Table 10.—Paid civilian employment in the executive branch of the Federal Government by compensation authority, continental United States, by specified period, 1938–48

| Period | Total | | Classification Act of 1923, as amended ¹ | | Postal Pay Act | | Wage board | | Other ¹ | |
|----------------------------------|------------------------|---------|---|---------|----------------------|---------|------------------|------------------|--------------------|---------|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| December 1938 ² | ³ 808,715 | 100 | ⁴ 367,660 | 46 | ⁵ 286,575 | 35 | (⁶) | (⁶) | 154,480 | 19 |
| October 1942..... | 2,533,167 | 100 | ⁴ 1,125,780 | 44 | 315,627 | 13 | (⁶) | (⁶) | 1,091,760 | 43 |
| December 1944..... | ³ 2,859,737 | 100 | ⁴ 1,221,272 | 43 | ⁵ 370,967 | 13 | (⁶) | (⁶) | 1,267,498 | 44 |
| June 1946..... | 2,299,007 | 100 | 1,044,719 | 46 | 485,389 | 21 | 667,210 | 29 | 101,689 | 4 |
| June 1947..... | 1,849,781 | 100 | 852,162 | 46 | 468,405 | 25 | 455,074 | 25 | 74,080 | 4 |
| June 1948..... | 1,859,807 | 100 | ⁶ 807,384 | 43 | 500,188 | 27 | 483,222 | 26 | 69,013 | 4 |

¹ Represents employees paid at rates fixed by other statutes, by Executive orders, by administrative determination, or otherwise.

² Based on sample data.

³ Excludes temporary postal employees hired for Christmas period.

⁴ Excludes employees in Clerical-Mechanical Service under Classification Act of 1923, as amended, paid on an hourly basis; such employees are included in "Other."

⁵ Not available; included in "Other."

⁶ This total of classified employees for June 1948 differs slightly from the July 1948 total shown in tables 11 and 12, because of differences in date and method of reporting data.

Table 11.—Paid civilian employment in the executive branch of the Federal Government in positions subject to the Classification Act of 1923, as amended, by basic annual rate and service, continental United States, July 1948¹

| Service and grade ² | | | | Basic annual rate ³ | Total employees | | Classification service | | | |
|--------------------------------|----|-----|-----|--------------------------------------|-----------------|---------|-----------------------------------|----------------------|---|--|
| P | SP | CAF | CPC | | Number | Percent | Professional and Scientific | Subpro- fessional | Clerical, Admin- istrative, and Fiscal | Crafts, Protect- ive, and Custodial |
| | | | | All rates ---- | 802, 922 | 100. 00 | 95, 120 | 79, 154 | 524, 645 | 104, 003 |
| | | | 1 | \$1, 410. 00 | 108 | . 01 | ----- | ----- | ----- | 108 |
| | | | | 1, 500. 00 | 31 | (4) | ----- | ----- | ----- | 31 |
| | | | | 1, 588. 00 | 19 | (4) | ----- | ----- | ----- | 19 |
| | | | | 1, 660. 00 | 17 | (4) | ----- | ----- | ----- | 17 |
| | | | | 1, 732. 00 | 24 | (4) | ----- | ----- | ----- | 24 |
| | 1 | | 2 | 2, 020. 00 | 12, 144 | 1. 51 | ----- | 279 | ----- | 11, 865 |
| | | 1 | | 2, 086. 00 | 7, 176 | . 89 | ----- | 11 | 3, 867 | 3, 298 |
| | | | 3 | 2, 152. 00 | 18, 994 | 2. 37 | ----- | 8, 728 | 217 | 10, 049 |
| | | | | 2, 218. 00 | 7, 823 | . 97 | ----- | 2, 175 | 113 | 5, 555 |
| | 3 | 2 | | 2, 284. 00 | 65, 365 | 8. 14 | ----- | 11, 128 | 48, 191 | 6, 046 |
| | | | 4 | 2, 350. 00 | 26, 585 | 3. 31 | ----- | 5, 067 | 11, 361 | 10, 157 |
| | | | | 2, 423. 04 | 16, 692 | 1. 95 | ----- | 2, 021 | 8, 705 | 4, 966 |
| | | 3 | | 2, 498. 28 | 74, 053 | 9. 22 | ----- | 8, 894 | 60, 857 | 4, 302 |
| | | | 5 | 2, 573. 52 | 36, 273 | 4. 52 | ----- | 2, 668 | 29, 228 | 4, 377 |
| | | | | 2, 648. 76 | 28, 512 | 3. 55 | ----- | 833 | 23, 607 | 4, 072 |
| | | 4 | | 2, 724. 00 | 64, 534 | 8. 04 | ----- | 8, 218 | 55, 138 | 1, 178 |
| | | | 6 | 2, 799. 24 | 37, 487 | 4. 67 | ----- | 2, 335 | 27, 134 | 8, 018 |
| | | | | 2, 874. 48 | 22, 887 | 2. 85 | ----- | 1, 323 | 18, 241 | 3, 323 |
| | | | | 2, 949. 72 | 30, 595 | 3. 81 | ----- | 1, 403 | 26, 134 | 3, 058 |
| 1 | 6 | 5 | | 2, 974. 80 | 22, 496 | 2. 80 | 5, 500 | 4, 797 | 12, 199 | ----- |
| | | | 7 | 3, 024. 96 | 14, 014 | 1. 75 | ----- | 584 | 7, 357 | 6, 073 |
| | | | | 3, 100. 20 | 19, 186 | 2. 39 | 1, 598 | 2, 373 | 11, 299 | 3, 916 |
| | | | | 3, 175. 44 | 12, 140 | 1. 51 | ----- | 536 | 10, 100 | 1, 504 |
| | | | 8 | 3, 225. 60 | 9, 871 | 1. 23 | 507 | 1, 545 | 6, 999 | 820 |
| | | | | 3, 250. 68 | 2, 548 | . 32 | ----- | ----- | ----- | 2, 548 |
| | | 6 | | 3, 351. 00 | 21, 759 | 2. 71 | 468 | 3, 760 | 14, 300 | 3, 231 |
| | | | 9 | 3, 476. 40 | 10, 721 | 1. 34 | 300 | 1, 968 | 7, 740 | 713 |
| | | | | 3, 601. 80 | 7, 347 | . 92 | 121 | 1, 144 | 4, 777 | 1, 305 |
| 2 | 8 | 7 | | 3, 727. 20 | 29, 091 | 3. 62 | 7, 066 | 3, 080 | 17, 826 | 1, 119 |
| | | | 10 | 3, 852. 60 | 15, 772 | 1. 96 | 3, 808 | 1, 440 | 10, 183 | 341 |
| | | | | 3, 978. 00 | 12, 807 | 1. 60 | 2, 279 | 906 | 8, 803 | 819 |
| | | 8 | | 4, 103. 40 | 16, 983 | 2. 12 | 3, 225 | 1, 099 | 12, 283 | 376 |
| | | | | 4, 228. 80 | 8, 350 | 1. 04 | 1, 859 | 407 | 5, 829 | 255 |
| | | | | 4, 354. 20 | 4, 857 | . 61 | 869 | 138 | 3, 564 | 286 |
| 3 | | 9 | | 4, 479. 60 | 24, 506 | 3. 05 | 8, 883 | 294 | 15, 234 | 95 |
| | | | | 4, 605. 00 | 13, 784 | 1. 72 | 5, 054 | ----- | 8, 665 | 65 |
| | | | | 4, 730. 40 | 10, 827 | 1. 35 | 4, 320 | ----- | 6, 413 | 94 |
| | | 10 | | 4, 855. 80 | 11, 100 | 1. 38 | 3, 542 | ----- | 7, 558 | ----- |
| | | | | 4, 981. 20 | 5, 514 | . 69 | 1, 774 | ----- | 3, 740 | ----- |
| | | | | 5, 106. 60 | 2, 371 | . 30 | 750 | ----- | 1, 621 | ----- |
| 4 | | 11 | | 5, 232. 00 | 15, 890 | 1. 98 | 8, 456 | ----- | 7, 434 | ----- |
| | | | | 5, 357. 40 | 577 | . 07 | ----- | ----- | 577 | ----- |
| | | | | 5, 482. 80 | 9, 326 | 1. 16 | 5, 420 | ----- | 3, 906 | ----- |
| | | | | 5, 608. 20 | 659 | . 08 | ----- | ----- | 659 | ----- |
| | | | | 5, 733. 60 | 6, 080 | . 76 | 3, 711 | ----- | 2, 369 | ----- |
| | | | | 5, 984. 40 | 1, 791 | . 22 | 1, 038 | ----- | 753 | ----- |
| 5 | | 12 | | 6, 235. 20 | 10, 761 | 1. 34 | 5, 835 | ----- | 4, 926 | ----- |
| | | | | 6, 474. 60 | 7, 797 | . 97 | 4, 650 | ----- | 3, 147 | ----- |
| | | | | 6, 714. 00 | 4, 689 | . 58 | 2, 242 | ----- | 2, 447 | ----- |
| | | | | 6, 953. 40 | 1, 492 | . 19 | 745 | ----- | 747 | ----- |
| | | | | 7, 192. 80 | 2, 198 | . 27 | 1, 226 | ----- | 972 | ----- |

¹ Represents employees in positions subject to the Classification Act of 1923, as amended, by law, by election under Executive order, or by agreement with the Civil Service Commission. Excludes P-9 and CAF-16 grades, which have no explicit pay rates, and employees in the Clerical-Mechanical Service, who are paid on an hourly basis. On July 1, 1948, employees in classified positions on an annual basis totalled 802,922, a decrease of 21,097, or 2.6 percent, from the total of 824,019 on July 31, 1947. The Clerical-Mechanical Service totalled 3,864 employees on July 1, 1948, and 3,836 on July 31, 1947.

² The various grades in each service are indicated by placing the grade number opposite the rate which is the minimum for the grade specified. Because of the overlapping of grades in each service, this table should not be used to compute the number of employees at each grade and step.

³ Effective July 11, 1948, under Public Law 900—80th Congress, which increased annual salary rates by \$330 with a maximum of \$10,330.

⁴ Less than 0.005 percent.

Table 11.—Paid civilian employment in the executive branch of the Federal Government in positions subject to the Classification Act of 1923, as amended, by basic annual rate and service, continental United States, July 1948 ¹—Continued

| Service and grade ² | | | | Total employees | | Classification service | | | |
|--------------------------------|----|-----|-----|--------------------------------|--------|------------------------|-----------------------------|-----------------|--------------------------------------|
| P | SP | CAF | CPC | Basic annual rate ³ | Number | Percent | Professional and Scientific | Subprofessional | Clerical, Administrative, and Fiscal |
| 6 | | 13 | | \$7,432.20 | 3,968 | .49 | 2,384 | ----- | 1,584 |
| | | | | 7,671.60 | 3,387 | .42 | 1,951 | ----- | 1,436 |
| | | | | 7,911.00 | 2,157 | .27 | 1,166 | ----- | 991 |
| | | | | 8,150.40 | 642 | .08 | 402 | ----- | 240 |
| | | | | 8,389.80 | 1,005 | .13 | 544 | ----- | 461 |
| 7 | | 14 | | 8,509.50 | 1,557 | .19 | 944 | ----- | 613 |
| | | | | 8,808.75 | 1,482 | .19 | 833 | ----- | 649 |
| | | | | 9,108.00 | 751 | .09 | 378 | ----- | 373 |
| | | | | 9,407.25 | 286 | .04 | 157 | ----- | 129 |
| | | | | 9,706.50 | 398 | .05 | 176 | ----- | 222 |
| 8 | | 15 | | 10,305.00 | 659 | .08 | 360 | ----- | 299 |
| | | | | 10,330.00 | 1,007 | .13 | 579 | ----- | 428 |

¹ See footnote 1, p. 72.

² See footnote 2, p. 72.

³ See footnote 3, p. 72.

Table 12.—Paid civilian employment in the executive branch of the Federal Government in positions subject to the Classification Act of 1923, as amended, by grade and service, continental United States, as of July, 1947 and 1948 ¹

| Grade | Classification service | | | | | | | |
|----------------------|-----------------------------|-----------|-----------------|-----------|--------------------------------------|-----------|-----------------------------------|-----------|
| | Professional and Scientific | | Subprofessional | | Clerical, Administrative, and Fiscal | | Crafts, Protective, and Custodial | |
| | July 1948 | July 1947 | July 1948 | July 1947 | July 1948 | July 1947 | July 1948 | July 1947 |
| NUMBER OF EMPLOYEES | | | | | | | | |
| All grades. | 95,120 | 93,327 | 79,154 | 71,639 | 524,645 | 551,788 | 104,003 | 107,265 |
| 1 | 9,029 | 8,148 | 359 | 288 | 5,423 | 4,113 | 199 | 212 |
| 2 | 20,726 | 20,304 | 13,218 | 12,597 | 102,882 | 102,938 | 26,182 | 25,193 |
| 3 | 24,147 | 24,451 | 18,935 | 16,890 | 139,129 | 144,958 | 21,512 | 22,558 |
| 4 | 18,015 | 18,116 | 11,390 | 10,055 | 86,369 | 89,261 | 16,728 | 18,387 |
| 5 | 13,329 | 13,033 | 12,651 | 10,978 | 47,299 | 50,492 | 8,579 | 7,648 |
| 6 | 6,447 | 6,071 | 11,246 | 10,929 | 22,111 | 23,379 | 15,523 | 18,286 |
| 7 | 2,488 | 2,325 | 7,097 | 6,127 | 40,955 | 48,582 | 9,059 | 9,489 |
| 8 | 939 | 879 | 4,258 | 3,775 | 13,172 | 13,152 | 3,819 | 3,371 |
| 9 | ----- | ----- | ----- | ----- | 29,795 | 34,418 | 1,268 | 1,227 |
| 10 | ----- | ----- | ----- | ----- | 6,937 | 6,770 | 1,134 | 894 |
| 11 | ----- | ----- | ----- | ----- | 12,273 | 14,120 | ----- | ----- |
| 12 | ----- | ----- | ----- | ----- | 10,875 | 11,896 | ----- | ----- |
| 13 | ----- | ----- | ----- | ----- | 4,712 | 4,931 | ----- | ----- |
| 14 | ----- | ----- | ----- | ----- | 1,986 | 2,047 | ----- | ----- |
| 15 | ----- | ----- | ----- | ----- | 727 | 731 | ----- | ----- |
| PERCENT DISTRIBUTION | | | | | | | | |
| All grades. | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1 | 9.5 | 8.7 | .4 | .4 | 1.0 | .7 | .2 | .2 |
| 2 | 21.8 | 21.8 | 16.7 | 17.6 | 19.6 | 18.7 | 25.2 | 23.5 |
| 3 | 25.4 | 26.2 | 23.9 | 23.6 | 26.5 | 26.3 | 20.7 | 21.0 |
| 4 | 18.9 | 19.4 | 14.4 | 14.0 | 16.5 | 16.2 | 16.1 | 17.2 |
| 5 | 14.0 | 14.0 | 16.0 | 15.3 | 9.0 | 9.2 | 8.2 | 7.1 |
| 6 | 6.8 | 6.5 | 14.2 | 15.3 | 4.2 | 4.2 | 14.9 | 17.1 |
| 7 | 2.6 | 2.5 | 9.0 | 8.5 | 7.8 | 8.8 | 8.7 | 8.9 |
| 8 | 1.0 | .9 | 5.4 | 5.3 | 2.5 | 2.4 | 3.7 | 3.1 |
| 9 | ----- | ----- | ----- | ----- | 5.7 | 6.2 | 1.2 | 1.1 |
| 10 | ----- | ----- | ----- | ----- | 1.3 | 1.2 | 1.1 | .8 |
| 11 | ----- | ----- | ----- | ----- | 2.4 | 2.6 | ----- | ----- |
| 12 | ----- | ----- | ----- | ----- | 2.1 | 2.1 | ----- | ----- |
| 13 | ----- | ----- | ----- | ----- | .9 | .9 | ----- | ----- |
| 14 | ----- | ----- | ----- | ----- | .4 | .4 | ----- | ----- |
| 15 | ----- | ----- | ----- | ----- | .1 | .1 | ----- | ----- |

¹ See table 11, footnote 1 (p. 72).

Table 13.—Accessions to paid civilian full-time employment in the executive branch of the Federal Government by type of accession, continental United States, by fiscal year, 1945–48, and by month, July 1947–June 1948

| Period | Total number of accessions | Accession rate per 100 full-time employees | Type of accession | | | | | | | |
|--------------------|----------------------------|--|-----------------------|------------------|---|------------------|----------------------------------|------------------|--------------------|------------------|
| | | | Inter-agency transfer | | Reemployment after and return from military service | | Original probational appointment | | Other ¹ | |
| | | | Number | Percent of total | Number | Percent of total | Number | Percent of total | Number | Percent of total |
| <i>Fiscal year</i> | | | | | | | | | | |
| 1945..... | 1,600,297 | 4.9 | 47,127 | 2.9 | 20,261 | 1.3 | (²) | (²) | 1,532,909 | 95.8 |
| 1946..... | 1,429,822 | 5.2 | 95,056 | 6.6 | 210,138 | 14.7 | (²) | (²) | 1,124,628 | 78.7 |
| 1947..... | 748,195 | 3.4 | 46,654 | 6.2 | 46,544 | 6.2 | ³ 20,741 | ³ 2.8 | 634,256 | 84.8 |
| 1948..... | 630,182 | 3.3 | 25,174 | 4.0 | 7,159 | 1.1 | 85,649 | 13.6 | 512,200 | 81.3 |
| <i>1947</i> | | | | | | | | | | |
| July..... | 47,499 | 2.9 | 1,956 | 4.1 | 1,468 | 3.1 | 5,554 | 11.7 | 38,521 | 81.1 |
| August..... | 47,736 | 3.0 | 1,590 | 3.3 | 1,135 | 2.4 | 5,733 | 12.0 | 39,278 | 82.3 |
| September..... | 59,804 | 3.8 | 1,968 | 3.3 | 1,039 | 1.7 | 7,392 | 12.4 | 49,405 | 82.6 |
| October..... | 63,251 | 4.0 | 2,754 | 4.4 | 511 | .8 | 7,671 | 12.1 | 52,315 | 82.7 |
| November..... | 45,177 | 2.9 | 1,929 | 4.3 | 371 | .8 | 5,845 | 12.9 | 37,032 | 82.0 |
| December..... | 38,588 | 2.5 | 1,999 | 5.2 | 344 | .9 | 5,181 | 13.4 | 31,064 | 80.5 |
| <i>1948</i> | | | | | | | | | | |
| January..... | 45,279 | 2.9 | 2,000 | 4.4 | 427 | 1.0 | 6,476 | 14.3 | 36,376 | 80.3 |
| February..... | 41,783 | 2.7 | 1,727 | 4.1 | 309 | .7 | 6,004 | 14.4 | 33,743 | 80.8 |
| March..... | 48,438 | 3.1 | 2,250 | 4.7 | 324 | .7 | 7,481 | 15.4 | 38,383 | 79.2 |
| April..... | 52,327 | 3.3 | 2,200 | 4.2 | 580 | 1.1 | 8,254 | 15.8 | 41,293 | 78.9 |
| May..... | 54,737 | 3.4 | 2,270 | 4.1 | 319 | .6 | 8,197 | 15.0 | 43,951 | 80.3 |
| June..... | 85,563 | 5.3 | 2,531 | 2.9 | 332 | .4 | 11,861 | 13.9 | 70,839 | 82.8 |

¹ Includes accession by reemployment other than military, war-service appointment, emergency-indefinite appointment, and temporary appointment pending establishment of register. Includes a few accessions in 1945 and 1946 not reported by type. For July 1944–December 1946, includes original probational appointments.

² Not available; included in "Other".

³ Relates to January–June 1947 only.

Table 14.—Separations from paid civilian full-time employment in the executive branch of the Federal Government by type of separation, continental United States, by fiscal year, 1945-48, and by month, July 1947-June 1948

| Period | Total number of separations | Sep- ara- tion rate per 100 full-time em- ploy- ees | Type of separation | | | | | | | |
|--------------------|-----------------------------|---|--------------------|-----------------------------|-----------------------|-----------------------------|------------------------|-----------------------------|--------------------|-----------------------------|
| | | | Quit ¹ | | Reduction in force | | Discharge ² | | Other ³ | |
| | | | Number | Per- cent of total | Number | Per- cent of total | Number | Per- cent of total | Number | Per- cent of total |
| <i>Fiscal year</i> | | | | | | | | | | |
| 1945..... | 1,674,397 | 5.1 | 1,011,418 | 60.4 | 64,423 | 3.8 | 196,737 | 11.8 | 401,819 | 24.0 |
| 1946..... | 2,096,602 | 7.6 | 1,161,121 | 55.4 | 603,593 | 28.8 | 108,141 | 5.1 | 223,747 | 10.7 |
| 1947..... | 1,190,316 | 5.4 | 527,026 | 44.3 | 388,205 | 32.6 | 25,459 | 2.1 | 249,626 | 21.0 |
| 1948..... | 623,970 | 3.3 | 320,236 | 51.3 | 98,616 | 15.8 | 14,452 | 2.3 | 190,666 | 30.6 |
| <i>1947</i> | | | | | | | | | | |
| July..... | 79,179 | 4.9 | 30,378 | 38.4 | 25,201 | 31.8 | 1,536 | 1.9 | 22,064 | 27.9 |
| August..... | 63,959 | 4.0 | 31,760 | 49.7 | 12,802 | 20.0 | 1,359 | 2.1 | 18,038 | 28.2 |
| September..... | 72,821 | 4.6 | 40,193 | 55.2 | 10,809 | 14.8 | 1,376 | 1.9 | 20,443 | 28.1 |
| October..... | 58,049 | 3.7 | 32,180 | 55.4 | 7,352 | 12.7 | 1,302 | 2.3 | 17,215 | 29.6 |
| November..... | 44,837 | 2.9 | 23,525 | 52.5 | 5,700 | 12.7 | 970 | 2.2 | 14,642 | 32.6 |
| December..... | 44,175 | 2.8 | 21,185 | 48.0 | 6,608 | 15.0 | 1,057 | 2.4 | 15,325 | 34.6 |
| <i>1948</i> | | | | | | | | | | |
| January..... | 40,349 | 2.6 | 22,252 | 55.1 | 4,465 | 11.1 | 1,155 | 2.9 | 12,477 | 30.9 |
| February..... | 35,721 | 2.3 | 20,152 | 56.4 | 3,645 | 10.2 | 1,017 | 2.8 | 10,907 | 30.6 |
| March..... | 45,305 | 2.9 | 23,001 | 50.8 | 7,676 | 16.9 | 1,185 | 2.6 | 13,443 | 29.7 |
| April..... | 43,917 | 2.8 | 24,542 | 55.9 | 4,548 | 10.4 | 1,152 | 2.6 | 13,675 | 31.1 |
| May..... | 40,747 | 2.6 | 23,963 | 58.8 | 2,900 | 7.1 | 1,094 | 2.7 | 12,790 | 31.4 |
| June..... | 54,911 | 3.3 | 27,105 | 49.3 | 6,910 | 12.6 | 1,249 | 2.3 | 19,647 | 35.8 |

¹ Represents resignation, transfer to other Federal agency, and abandonment of position.

² Represents separation required by an agency for disqualification or inefficiency, and removal for misconduct, delinquency, or other serious cause.

³ Represents termination of appointment, and separation for extended leave without pay, military leave, retirement, death, legal incompetency, and disability not entitled to retirement. Includes a few separations in 1945, 1946, and 1947 not reported by type.

Table 15.—Political-activity cases processed by the Commission (cumulative) ¹**STATE AND LOCAL EMPLOYEES**

(Cumulative, July 19, 1940, through June 30, 1948)

| | |
|---|-----|
| Complaints received..... | 415 |
| Cases disposed of: | |
| Closed without investigation..... | 58 |
| Closed without action after investigation..... | 141 |
| Letters of Charges authorized but dismissed..... | 35 |
| Dismissed before hearing..... | 20 |
| Removals ordered..... | 21 |
| No violations established..... | 40 |
| Violations found not to warrant removal..... | 48 |
| Jurisdiction not established..... | 17 |
| Total cases disposed of..... | 380 |
| Cases on hand: | |
| Investigations in progress..... | 10 |
| Investigations completed, but conclusion not reached as to subsequent action..... | 2 |
| Hearings pending..... | 23 |
| Decisions pending..... | 0 |
| Total cases on hand..... | 35 |

FEDERAL EMPLOYEES

(Cumulative, Aug. 2, 1939, through June 30, 1948)

| | |
|--|-------|
| Complaints received..... | 1,414 |
| Cases disposed of: | |
| Closed without investigation..... | 346 |
| No violations established..... | 768 |
| Removals ordered..... | 137 |
| Other penalties ordered (suspension, debarment, reprimand) ² | 36 |
| Total cases disposed of..... | 1,287 |
| Cases on hand: | |
| Complaints under consideration (conclusion not reached as to authorizing investigation)..... | 19 |
| Investigations in progress..... | 25 |
| Investigations completed, but conclusion not reached as to subsequent action..... | 83 |
| Total cases on hand..... | 127 |

¹ See table 16 for fiscal-year summaries, 1944-48.² Violations occurred prior to enactment of the Hatch Act.

Table 16.—Political-activity cases processed by the Commission (by fiscal years, 1944–48)

STATE AND LOCAL EMPLOYEES

| Complaints received, nature of subsequent action, and (where action is incomplete) number of cases on hand | Fiscal year ending— | | | | |
|--|---------------------|---------------|---------------|---------------|---------------|
| | June 30, 1944 | June 30, 1945 | June 30, 1946 | June 30, 1947 | June 30, 1948 |
| COMPLAINTS RECEIVED | | | | | |
| On hand from previous year..... | 109 | 65 | 24 | 25 | 26 |
| Received during year..... | 29 | 12 | 14 | 20 | 23 |
| Total..... | 138 | 77 | 38 | 45 | 49 |
| CASES DISPOSED OF | | | | | |
| Closed without action before investigation..... | 4 | 2 | 5 | 9 | 6 |
| Closed without action after investigation..... | 48 | 18 | 6 | 7 | 2 |
| Dismissed before hearing..... | 1 | 17 | 0 | 0 | 1 |
| Final Report and Order issued: | | | | | |
| Removals ordered..... | 6 | 4 | 1 | 1 | 2 |
| No violations established..... | 1 | 6 | 0 | 0 | 1 |
| Violations found not to warrant removal..... | 12 | 5 | 1 | 2 | 1 |
| Jurisdiction not established..... | 1 | 1 | 0 | 0 | 0 |
| Total..... | 73 | 53 | 13 | 19 | 13 |
| CASES ON HAND | | | | | |
| Complaints under consideration (conclusion not reached as to authorizing investigation)..... | 0 | 0 | 0 | 0 | 3 |
| Investigations in progress..... | 11 | 10 | 6 | 3 | 7 |
| Investigations completed, but conclusion not reached as to subsequent action..... | 11 | 0 | 5 | 9 | 2 |
| Letters of Charges authorized but not yet filed..... | 0 | 0 | 0 | 1 | 0 |
| Hearings pending..... | 29 | 12 | 12 | 12 | 23 |
| Decisions on hearings pending..... | 14 | 2 | 2 | 1 | 1 |
| Total..... | 65 | 24 | 25 | 26 | 36 |

FEDERAL EMPLOYEES

| | | | | | |
|--|------------|------------|------------|------------|------------|
| COMPLAINTS RECEIVED | | | | | |
| On hand from previous year..... | 349 | 313 | 93 | 93 | 113 |
| Received during year..... | 98 | 190 | 80 | 123 | 196 |
| Total..... | 447 | 503 | 173 | 216 | 309 |
| CASES DISPOSED OF | | | | | |
| Closed without action ¹ | 49 | 48 | 24 | 42 | 82 |
| Action following investigation: | | | | | |
| Removals ordered..... | 19 | 31 | 18 | 24 | 20 |
| No violations established..... | 64 | 331 | 38 | 37 | 80 |
| Other penalties (suspension, letters of reprimand or caution, etc.)..... | 2 | 0 | 0 | 0 | 0 |
| Total..... | 134 | 410 | 80 | 103 | 182 |
| CASES ON HAND | | | | | |
| Complaints under consideration (conclusion not reached as to authorizing investigation)..... | 15 | 9 | 15 | 10 | 19 |
| Investigations in progress..... | 33 | 42 | 20 | 39 | 25 |
| Investigations completed, but conclusion not reached as to subsequent action..... | 265 | 42 | 58 | 64 | 83 |
| Total..... | 313 | 93 | 93 | 113 | 127 |

¹ Closed, usually upon preliminary investigation, either because no violation or no jurisdiction was shown.

Table 17.—*Unclassified employees granted competitive status, fiscal year 1948*

| Authority and agency | Number |
|--|--------|
| BY LEGISLATION | |
| Act of Congress, June 25, 1938 (52 Stat. 1076): Post Office Department..... | 1 |
| Act of Congress, Nov. 26, 1940 (Ramspeck Act), (Public Law 880, 76th Cong.), sec. 2 (b): | |
| Department of Commerce..... | 3 |
| Federal Works Agency..... | 1 |
| Government Printing Office..... | 1 |
| Department of Justice..... | 1 |
| National Housing Agency..... | 1 |
| Office for Emergency Management..... | 1 |
| Post Office Department..... | 1 |
| Treasury Department..... | 1 |
| Veterans' Administration..... | 9 |
| War Assets Administration..... | 1 |
| Act of Congress, Nov. 26, 1940 (Ramspeck Act), (Public Law 880, 76th Cong.); Executive Order 8744, Apr. 24, 1941: | |
| Department of Agriculture..... | 1 |
| Civil Service Commission..... | 1 |
| Department of Justice..... | 1 |
| National Housing Agency..... | 1 |
| Office for Emergency Management..... | 1 |
| Office of Price Administration..... | 2 |
| Reconstruction Finance Corporation..... | 1 |
| Treasury Department..... | 4 |
| Veterans' Administration..... | 3 |
| War Department..... | 12 |
| War Assets Administration..... | 1 |
| Act of Congress, Dec. 20, 1941 (Public Law 363, 77th Cong.): District of Columbia Government..... | 7 |
| Act of Congress, Nov. 26, 1940 (Ramspeck Act), (Public Law 880, 76th Cong.); Executive Order 8743, Apr. 23, 1941: | |
| Department of Agriculture..... | 60 |
| Atomic Energy Commission..... | 1 |
| Civil Service Commission..... | 2 |
| Department of Commerce..... | 10 |
| Federal Deposit Insurance Corporation..... | 1 |
| Federal Power Commission..... | 1 |
| Federal Security Agency..... | 6 |
| Federal Trade Commission..... | 7 |
| Federal Works Agency..... | 12 |
| General Accounting Office..... | 6 |
| Government Printing Office..... | 3 |
| Department of the Interior..... | 10 |
| Department of Justice..... | 24 |
| Department of Labor..... | 1 |
| Maritime Commission..... | 1 |
| National Housing Agency..... | 49 |
| National Labor Relations Board..... | 1 |
| Navy Department..... | 18 |
| Office for Emergency Management..... | 5 |
| Office of Price Administration..... | 4 |
| Panama Canal..... | 1 |
| Reconstruction Finance Corporation..... | 40 |
| Securities and Exchange Commission..... | 7 |
| Selective Service System..... | 70 |
| Treasury Department..... | 67 |
| Veterans' Administration..... | 8 |
| War Department..... | 77 |
| War Assets Administration..... | 6 |
| Act of Congress, August 14, 1946 (Farmers Home Administration Act of 1946), (Public Law 731, 79th Cong.); Section 3.101 of Regulation 3: Department of Agriculture (Farmers Home Administration) | 7,191 |
| Total, by legislation..... | 7,745 |
| BY EXECUTIVE ORDERS | |
| Executive Order 6134, May 18, 1933: Department of Agriculture..... | 1 |
| Executive Order 7916, June 24, 1938: | |
| Panama Railroad..... | 1 |
| Veterans' Administration..... | 1 |
| Executive Order 8383, Mar. 28, 1940: Department of the Interior..... | 1 |
| Executive Order 8811, June 30, 1941: Executive Office of the President..... | 1 |
| Executive Order 8833, July 26, 1941: | |
| Department of Agriculture..... | 2 |
| Department of Commerce..... | 1 |
| Federal Power Commission..... | 1 |
| General Accounting Office..... | 1 |
| Department of the Interior..... | 1 |
| Department of Justice..... | 1 |
| Department of Labor..... | 2 |
| Maritime Commission..... | 1 |
| National Housing Agency..... | 1 |
| Navy Department..... | 6 |

Table 17.—Unclassified employees granted competitive status, fiscal year 1948—Continued

| Authority and agency | Number |
|---|--------|
| BY EXECUTIVE ORDERS—Continued | |
| Executive Order 8833, July 26, 1941—Continued | |
| Office for Emergency Management | 2 |
| Department of State | 2 |
| Treasury Department | 5 |
| Veterans' Administration | 7 |
| War Department | 16 |
| War Assets Administration | 3 |
| Executive Order 8886, Sept. 3, 1941: Navy Department | 1 |
| Executive Order 8939, Nov. 13, 1941: Department of Agriculture | 5 |
| Executive Order 8952, Nov. 27, 1941: | |
| Department of Agriculture | 1 |
| Department of Commerce | 1 |
| Department of Labor | 2 |
| Navy Department | 3 |
| Office for Emergency Management | 4 |
| Office of Price Administration | 1 |
| Treasury Department | 1 |
| Veterans' Administration | 3 |
| War Department | 13 |
| Executive Order 9712, Apr. 13, 1946: | |
| Department of Agriculture | 5 |
| Atomic Energy Commission | 4 |
| Federal Works Agency | 2 |
| General Accounting Office | 3 |
| Department of the Interior | 8 |
| Department of Justice | 1 |
| National Advisory Committee for Aeronautics | 5 |
| National Housing Agency | 7 |
| Navy Department | 2 |
| Reconstruction Finance Corporation | 1 |
| Securities and Exchange Commission | 1 |
| Treasury Department | 11 |
| Veterans' Administration | 113 |
| War Department | 25 |
| War Assets Administration | 27 |
| Executive Order 9807, Nov. 29, 1943: | |
| Department of Agriculture | 25 |
| Federal Communications Commission | 1 |
| Federal Security Agency | 3 |
| Federal Works Agency | 6 |
| Department of the Interior | 21 |
| Department of Justice | 1 |
| Department of Labor | 1 |
| National Advisory Committee for Aeronautics | 1 |
| Navy Department | 5 |
| Department of State | 1 |
| Treasury Department | 6 |
| Veterans' Administration | 19 |
| War Department | 145 |
| War Assets Administration | 3 |
| Total, by Executive orders | 545 |
| BY CIVIL SERVICE RULES AND REGULATIONS | |
| Rule II, sec. 6; Temporary Civil Service Regulation II, sec. 6; and sec. 3.101 of Regulation III: | |
| Department of Commerce | 159 |
| Federal Security Agency | 2 |
| Federal Works Agency | 43 |
| General Accounting Office | 2 |
| Government Printing Office | 3 |
| Department of the Interior | 23 |
| Interstate Commerce Commission | 11 |
| Department of Justice | 16 |
| National Archives | 1 |
| National Housing Agency | 1 |
| Navy Department | 362 |
| Panama Canal | 80 |
| Post Office Department | 490 |
| Reconstruction Finance Corporation | 15 |
| Securities and Exchange Commission | 2 |
| Veterans' Administration | 1 |
| War Department | 560 |
| Rule II, sec. 7: Post Office Department | 52 |
| Rule II, sec. 8, and sec. 3.2 of Rule III: | |
| Civil Service Commission | 1 |
| Department of Commerce | 8 |
| Federal Security Agency | 5 |
| Department of the Interior | 1 |
| National Advisory Committee for Aeronautics | 1 |

Table 17.—Unclassified employees granted competitive status, fiscal year 1948—Continued

| Authority and agency | Number |
|---|--------|
| BY CIVIL SERVICE RULES AND REGULATIONS—Continued | |
| Rule II, sec. 8, and sec. 3.2 of Rule III—Continued | |
| Navy Department..... | 3 |
| Treasury Department..... | 1 |
| Veterans' Administration..... | 2 |
| War Department..... | 14 |
| Rule X, sec. 4; Temporary Civil Service Regulation X, sec. 5; and sec. 3.104 of Regulation III: | |
| Treasury Department..... | 2 |
| War Department..... | 1 |
| Temporary Civil Service Regulation II, sec. 6 (reinstatement with a competitive status): | |
| Atomic Energy Commission..... | 1 |
| Department of Justice..... | 2 |
| Department of Labor..... | 1 |
| National Housing Agency..... | 1 |
| Post Office Department..... | 2 |
| Department of State..... | 1 |
| Treasury Department..... | 1 |
| Veterans' Administration..... | 1 |
| Total, by Civil Service Rules and Regulations..... | 1,872 |
| Grand total..... | 10,162 |